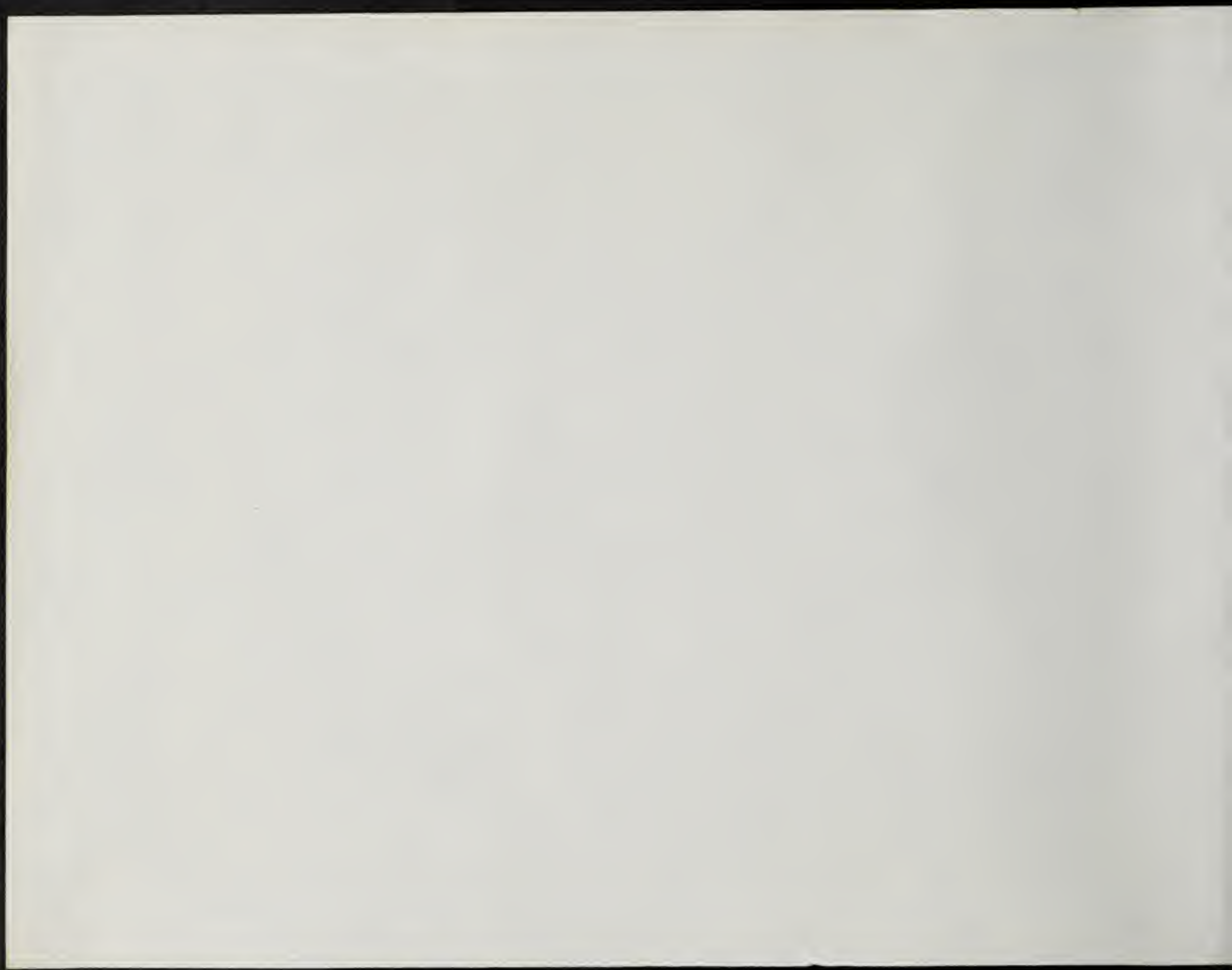
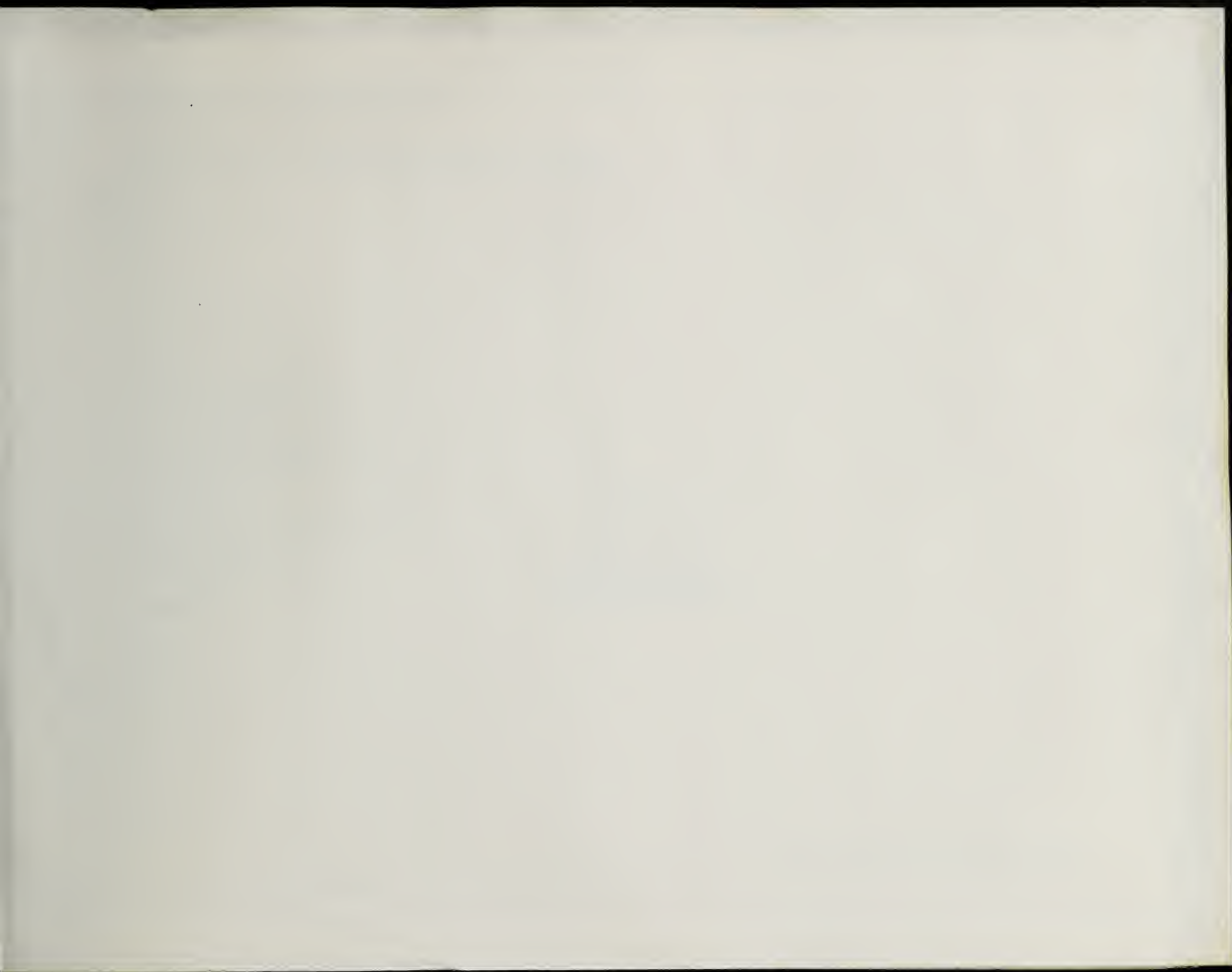


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WAGE SURVEY

Fresno, California, Metropolitan Area

June 1975

Bulletin 1850-61

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Bureau of Labor Statistics

Preface

This bulletin provides results of a June 1975 survey of occupational earnings and supplementary wage benefits in the Fresno, California, Standard Metropolitan Statistical Area (Fresno County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 82 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Fresno survey was conducted by the Bureau's regional office in San Francisco, Calif., under the general direction of Milton Keenan, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings and supplementary wage provisions in the Fresno area are available for the laundry and dry cleaning industry. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-61
January 1976



U.S. DEPARTMENT OF LABOR, John T. Dunlop, Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Fresno, California, Metropolitan Area, June 1975

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Introduction

This area is 1 of 82 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for manufacturing, nonmanufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Fresno, Calif., June 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						Under \$95	95-100	100-105	105-110	110-115	115-120	120-125	125-130	130-135	135-140	140-145	145-150	150-155	155-160	160-170	170-180	180-190	190-200	200-210	210-220	220 and over	
ALL WORKERS																											
WORKERS, ACCOUNTING, CLASS A	154	39.5	\$153.50	\$142.00	\$134.50-172.50	-	-	-	-	1	1	22	26	18	20	17	-	4	4	6	7	17	1	7	3		
MANUFACTURING	59	39.5	170.00	172.50	132.00-192.00	-	-	-	-	-	-	15	-	1	2	3	-	4	3	3	2	15	1	7	3		
NONMANUFACTURING	95	40.0	143.00	138.00	134.50-145.50	-	-	-	-	1	1	7	26	17	18	14	-	-	1	3	5	2	-	-	-		
WORKERS, ACCOUNTING, CLASS B	159	40.0	124.00	121.00	112.00-129.00	-	10	7	8	24	27	8	42	-	13	2	2	-	4	4	8	-	-	-	-		
MANUFACTURING	45	40.0	125.00	115.00	112.00-138.00	-	-	-	4	15	9	-	-	-	13	-	-	-	-	4	-	-	-	-	-		
NONMANUFACTURING	114	40.0	123.50	125.00	112.50-129.00	-	10	7	4	9	18	8	42	-	-	2	2	-	4	4	-	-	-	-	-		
WORKERS, FILE, CLASS B	46	38.5	117.00	109.50	100.00-121.00	-	7	7	11	6	-	6	-	6	-	-	-	-	-	-	-	1	-	-	2		
NONMANUFACTURING	46	38.5	117.00	109.50	100.00-121.00	-	7	7	11	6	-	6	-	6	-	-	-	-	-	-	-	1	-	-	2		
WORKERS, PAYROLL	53	40.0	139.00	138.00	121.00-146.00	-	-	3	1	-	7	5	4	3	4	7	7	3	2	-	3	1	3	-	-	-	
MANUFACTURING	34	40.0	141.50	144.00	119.00-150.50	-	-	3	1	-	5	1	-	1	2	5	7	3	-	-	3	-	3	-	-	-	
NONMANUFACTURING	19	39.5	134.50	129.00	121.00-141.00	-	-	-	-	-	2	4	2	2	2	-	-	-	2	-	-	1	-	-	-	-	
TELETYPE OPERATORS, CLASS A	63	40.0	142.50	139.00	132.50-148.00	-	-	-	-	-	5	7	5	16	7	13	-	-	-	9	-	1	-	-	-	-	
NONMANUFACTURING	49	40.0	140.00	138.00	132.50-148.00	-	-	-	-	-	5	7	5	12	6	8	-	-	-	6	-	-	-	-	-	-	
TELETYPE OPERATORS, CLASS B	135	40.0	128.00	129.00	125.50-129.00	-	1	1	7	4	18	-	86	3	6	-	-	-	5	1	1	1	1	-	-	-	
MANUFACTURING	30	40.0	126.50	126.50	118.50-135.50	-	1	1	1	4	3	-	8	3	6	-	-	-	3	-	-	-	-	-	-	-	
SECRETARIES	297	39.5	164.50	155.50	140.50-186.50	-	-	-	3	3	8	19	28	9	4	15	30	24	16	25	23	23	26	7	10	22	
MANUFACTURING	159	40.0	163.50	154.50	146.00-185.00	-	-	-	-	7	4	13	4	-	6	29	17	4	20	10	13	16	-	9	7		
NONMANUFACTURING	138	39.5	166.50	157.00	128.00-190.00	-	-	-	3	3	1	15	15	5	4	9	1	7	12	5	13	10	12	7	1	*15	
PUBLIC UTILITIES	26	40.0	228.00	222.00	199.50-276.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	10	-	1	13	
SECRETARIES, CLASS B	79	39.5	172.00	173.50	153.50-190.00	-	-	-	-	-	10	-	2	3	1	2	2	6	12	8	16	9	7	5	3		
MANUFACTURING	43	40.0	182.50	185.00	167.00-193.50	-	-	-	-	-	-	-	-	-	-	2	-	-	-	11	6	10	9	-	5		
NONMANUFACTURING	36	39.0	159.50	153.50	121.00-180.50	-	-	-	-	-	10	-	2	3	1	-	2	6	1	2	6	-	-	-	-	3	
SECRETARIES, CLASS C	95	40.0	168.50	159.00	146.00-199.00	-	-	-	-	3	4	1	8	-	-	6	16	4	6	7	11	3	9	3	5	9	
MANUFACTURING	36	40.0	161.00	147.50	146.00-175.00	-	-	-	-	4	-	-	-	-	-	15	4	-	3	3	1	-	-	4	2		
NONMANUFACTURING	59	40.0	173.00	171.50	145.00-199.50	-	-	-	-	3	-	1	8	-	-	6	1	-	6	4	8	2	9	3	1	7	
PUBLIC UTILITIES	17	40.0	213.00	199.50	199.50-228.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	8	-	1	6	
SECRETARIES, CLASS D	117	39.5	155.00	148.00	129.50-164.00	-	-	-	3	-	4	8	20	7	1	8	12	18	4	6	4	4	6	2	-	10	
MANUFACTURING	77	40.0	152.50	148.00	129.50-155.00	-	-	-	-	3	4	13	4	-	6	12	13	4	6	1	2	4	-	-	5		
NONMANUFACTURING	40	39.0	160.00	144.50	125.00-180.50	-	-	-	3	-	1	4	7	3	1	2	-	5	-	-	3	2	2	2	-	5	
STENOGRAPHERS, GENERAL	28	39.0	129.50	117.00	109.50-131.00	-	-	2	6	3	4	5	-	2	-	-	1	-	-	2	2	-	-	-	-	1	
NONMANUFACTURING	27	39.0	129.00	116.00	109.50-126.00	-	-	2	6	3	4	5	-	2	-	-	-	-	-	2	2	-	-	-	-	1	
STENOGRAPHERS, SENIOR	39	39.5	150.50	142.50	123.00-166.00	-	-	-	-	1	11	2	3	1	2	1	2	6	-	4	3	-	-	-	-	3	
NONMANUFACTURING	37	39.5	150.00	140.50	123.00-157.50	-	-	-	-	1	11	2	3	1	2	-	2	6	-	4	2	-	-	-	-	3	
SWITCHBOARD OPERATORS	41	39.5	129.50	120.00	105.50-144.00	1	7	2	1	8	1	5	3	-	-	5	2	1	-	-	-	-	4	-	1		
NONMANUFACTURING	37	39.5	121.00	114.00	100.00-126.50	1	7	2	1	8	1	5	3	-	-	5	2	1	-	-	-	-	-	-	-	1	
SWITCHBOARD OPERATOR-RECEPTIONISTS	33	39.5	130.50	118.00	118.00-146.00	-	-	-	4	-	15	-	1	4	-	-	1	3	3	-	1	-	1	-	-	-	
NONMANUFACTURING	20	39.0	120.00	118.00	118.00-118.00	-	-	-	4	-	15	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	
TYPEWRITERS, CLASS A	19	39.5	124.50	121.00	108.00-132.50	-	-	1	5	-	3	5	-	-	-	2	2	-	-	-	-	1	-	-	-	-	
TYPEWRITERS, CLASS B	147	38.5	116.50	116.00	103.50-126.00	3	17	21	14	14	15	26	9	17	3	6	-	1	-	-	-	-	1	-	-	-	
NONMANUFACTURING	130	38.5	114.50	110.00	102.50-121.50	3	17	21	14	14	15	20	6	13	-	6	-	-	-	-	-	-	1	-	-	-	

* Workers were distributed as follows: 3 at \$220 to \$230; 3 at \$230 to \$240; 1 at \$240 to \$250; 1 at \$260 to \$270; 6 at \$270 to \$280; and 1 at \$300 to \$310.

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Fresno, Calif., June 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—															
			Mean ²	Median ²	Middle range ²	\$ 130 and under	\$ 135	\$ 140	\$ 145	\$ 150	\$ 155	\$ 160	\$ 165	\$ 170	\$ 175	\$ 180	\$ 185	\$ 190	\$ 195	\$ 200	
						135	140	145	150	155	160	165	170	175	180	185	190	195	200	205	
ALL WORKERS																					
COMPUTER OPERATORS, CLASS B -----	27	39.5	\$ 182.50	\$ 184.00	\$ 171.00-193.50	-	-	-	-	-	1	4	2	3	-	8	-	3	-	6	
DRAFTERS, CLASS C -----	18	40.0	150.50	154.00	130.00-161.00	8	-	-	-	2	-	4	-	3	-	-	-	-	1	-	
MANUFACTURING -----	18	40.0	150.50	154.00	130.00-161.00	8	-	-	-	2	-	4	-	3	-	-	-	-	1	-	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Fresno, Calif., June 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	148	39.5	153.50	SECRETARIES -----	279	39.5	164.50	SWITCHBOARD OPERATORS -----	41	39.5	129.50
MANUFACTURING -----	58	39.5	169.00	MANUFACTURING -----	159	40.0	163.50	NONMANUFACTURING -----	37	39.5	121.00
NONMANUFACTURING -----	90	40.0	143.00	NONMANUFACTURING -----	120	39.5	166.00				
CLERKS, ACCOUNTING, CLASS B -----	146	40.0	123.50	PUBLIC UTILITIES -----	25	40.0	226.50	SWITCHBOARD OPERATOR-RECEPTIONISTS- NONMANUFACTURING -----	33	39.5	130.50
MANUFACTURING -----	44	40.0	124.00	SECRETARIES, CLASS B -----	77	39.5	170.50		20	39.0	120.00
NONMANUFACTURING -----	102	40.0	123.00	MANUFACTURING -----	43	40.0	182.50	TYPISTS, CLASS A -----	16	39.0	126.50
CLERKS, FILE, CLASS B -----	45	38.5	117.50	NONMANUFACTURING -----	34	39.0	155.50				
NONMANUFACTURING -----	45	38.5	117.50	SECRETARIES, CLASS C: -----				TYPISTS, CLASS B -----	145	38.5	116.50
CLERKS, PAYROLL -----	49	39.5	141.00	MANUFACTURING -----	36	40.0	161.00	NONMANUFACTURING -----	128	38.5	114.50
MANUFACTURING -----	30	40.0	145.00	NONMANUFACTURING: -----							
NONMANUFACTURING -----	19	39.5	134.50	PUBLIC UTILITIES -----	17	40.0	213.00				
KEYPUNCH OPERATORS, CLASS A -----	63	40.0	142.50	SECRETARIES, CLASS D -----	117	39.5	155.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
NONMANUFACTURING -----	49	40.0	140.00	MANUFACTURING -----	77	40.0	152.50				
KEYPUNCH OPERATORS, CLASS B -----	135	40.0	128.00	NONMANUFACTURING -----	40	39.0	160.00	DRAFTERS, CLASS C -----	18	40.0	150.50
MANUFACTURING -----	30	40.0	126.50					MANUFACTURING -----	18	40.0	150.50

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Fresno, Calif., June 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of— ²																											
		Mean ²	Median ²	Middle range ²	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60					
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	over					
ALL WORKERS																																
CARPENTERS, MAINTENANCE -----	23	\$ 6.28	\$ 6.14	\$ 5.93- 6.86	-	-	-	-	-	-	-	4	-	-	1	-	1	-	6	-	-	-	10	-	-	-	1					
ELECTRICIANS, MAINTENANCE -----	54	6.55	6.14	5.65- 7.88	-	-	-	-	-	1	-	-	9	-	-	-	11	-	9	-	2	-	-	-	7	-	22					
MANUFACTURING -----	29	5.65	5.65	4.88- 6.14	-	-	-	-	-	1	-	-	9	-	-	-	9	-	9	-	-	-	-	-	-	-	1					
ENGINEERS, STATIONARY -----	31	5.82	5.85	5.62- 5.89	-	-	-	-	-	-	-	-	-	6	2	-	-	18	-	-	-	4	-	-	7	1	-					
NONMANUFACTURING -----	16	5.79	5.66	5.00- 6.62	-	-	-	-	-	-	-	-	-	6	2	-	-	3	-	-	-	4	-	-	7	1	-					
MACHINISTS, MAINTENANCE -----	55	6.71	6.14	6.00- 7.61	-	-	-	-	-	-	-	-	-	-	-	-	3	-	27	4	-	-	-	-	-	-	21					
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	105	6.08	6.00	5.70- 6.89	2	4	-	-	-	-	-	-	-	-	3	-	29	1	31	4	-	-	15	4	12	-	-					
MANUFACTURING -----	55	5.81	5.70	5.65- 6.00	-	-	-	-	-	-	-	-	-	-	3	-	29	-	23	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	50	6.39	6.89	6.14- 7.09	2	4	-	-	-	-	-	-	-	-	-	-	-	1	8	4	-	-	15	4	12	-	-					
PUBLIC UTILITIES -----	41	6.45	6.91	6.89- 7.27	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	15	4	12	-	-					
MECHANICS, MAINTENANCE -----	225	5.54	5.85	4.92- 6.14	-	14	-	-	-	-	-	20	42	5	8	-	11	63	30	7	-	25	-	-	7	-	-					
MANUFACTURING -----	220	5.53	5.85	4.92- 6.14	-	14	-	-	-	-	-	20	42	5	8	-	9	60	30	7	-	25	-	-	-	-	-					

* Workers were distributed as follows: 21 at \$7.80 to \$8; and 1 at \$9.20 to \$9.40.

** Workers were distributed as follows: 18 at \$7.60 to \$7.80; and 3 at \$8.80 to \$9.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Fresno, Calif., June 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$ 2.20 and under	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60 and over	
ALL WORKERS																												
JANITORS, PORTERS, AND CLEANERS -----	386	\$ 3.36	\$ 3.10	\$ 3.00- 3.55	9	10	21	5	161	33	51	-	-	67	4	21	4	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	147	3.77	4.04	3.50- 4.15	-	3	11	-	6	4	43	-	-	67	2	11	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	239	3.11	3.00	3.00- 3.10	9	7	10	5	155	29	8	-	-	-	2	10	4	-	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	194	3.28	2.50	2.45- 4.25	-	100	3	2	5	1	8	1	1	-	66	1	-	-	-	-	-	-	-	-	6	-	-	-
MANUFACTURING -----	82	4.10	4.25	4.25- 4.25	-	-	3	-	1	1	8	1	1	-	66	1	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS -----	19	4.60	4.52	4.37- 4.90	-	-	-	-	-	-	-	-	-	4	1	7	-	5	-	1	-	-	1	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	59	4.57	4.00	3.98- 5.25	-	-	-	-	-	-	-	-	24	8	-	1	-	-	11	-	11	4	-	-	-	-	-	-
TRUCKDRIVERS -----	182	4.95	5.02	4.00- 6.14	4	-	20	1	19	-	-	-	-	16	-	10	4	3	21	7	2	4	-	42	-	-	* 29	
NONMANUFACTURING -----	171	4.85	5.02	3.50- 6.14	4	-	20	-	19	-	-	-	-	15	-	10	4	3	21	7	2	4	-	42	-	-	20	
PUBLIC UTILITIES -----	29	5.36	4.50	4.50- 6.98	-	-	-	-	-	-	-	-	-	5	-	10	1	-	-	3	-	-	-	-	-	-	10	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	57	5.42	5.02	4.90- 6.65	-	-	-	-	-	-	-	-	-	10	-	-	3	3	21	2	-	-	-	-	-	-	18	
NONMANUFACTURING -----	49	5.15	5.02	4.63- 5.02	-	-	-	-	-	-	-	-	-	10	-	-	3	3	21	2	-	-	-	-	-	-	10	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	86	5.09	6.14	3.00- 6.14	-	-	20	-	8	-	-	-	-	1	-	-	1	-	-	1	2	-	-	42	-	-	11	
NONMANUFACTURING -----	84	5.06	6.14	3.00- 6.14	-	-	20	-	8	-	-	-	-	-	-	-	1	-	-	1	2	-	-	42	-	-	10	
TRUCKERS, POWER (FORKLIFT) -----	242	4.13	3.82	3.82- 4.66	-	20	-	6	-	-	17	7	72	-	20	6	70	6	-	-	-	13	5	-	-	-	-	
MANUFACTURING -----	169	4.07	3.82	3.82- 4.56	-	-	-	6	-	-	17	7	72	-	20	6	30	6	-	-	-	-	5	-	-	-	-	
WAREHOUSEMEN -----	177	4.53	4.26	4.00- 5.49	-	-	-	-	2	11	29	1	-	15	54	3	-	3	-	-	24	14	21	-	-	-	-	
MANUFACTURING -----	103	4.35	4.26	4.00- 4.98	-	-	-	-	1	1	20	-	-	15	36	3	-	3	-	-	24	-	-	-	-	-	-	
NONMANUFACTURING -----	74	4.77	4.30	3.42- 5.94	-	-	-	-	1	10	9	1	-	-	18	-	-	-	-	-	-	14	21	-	-	-	-	

* Workers were distributed as follows: 10 at \$6.60 to \$6.80; 10 at \$6.80 to \$7; 8 at \$7 to \$7.20; and 1 at \$8.60 to \$8.80.

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Fresno, Calif., June 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	23	\$ 6.28	RECEIVING CLERKS -----	16	\$ 4.71
ELECTRICIANS, MAINTENANCE -----	54	6.55	SHIPPING AND RECEIVING CLERKS -----	59	4.57
ENGINEERS, STATIONARY -----	31	5.82	TRUCKDRIVERS -----	182	4.95
NONMANUFACTURING -----	16	5.79	NONMANUFACTURING -----	171	4.85
MACHINISTS, MAINTENANCE -----	55	6.71	PUBLIC UTILITIES -----	29	5.36
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	105	6.08	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	57	5.42
MANUFACTURING -----	55	5.81	NONMANUFACTURING -----	49	5.15
NONMANUFACTURING -----	50	6.39	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	86	5.09
PUBLIC UTILITIES -----	41	6.45	NONMANUFACTURING -----	84	5.06
MECHANICS, MAINTENANCE -----	225	5.54	TRUCKERS, POWER (FORKLIFT) -----	238	4.14
MANUFACTURING -----	220	5.53	MANUFACTURING -----	165	4.08
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			WAREHOUSEMEN -----	177	4.53
JANITORS, PORTERS, AND CLEANERS ---	365	3.37	MANUFACTURING -----	103	4.35
MANUFACTURING -----	143	3.79	NONMANUFACTURING -----	74	4.77
LABORERS, MATERIAL HANDLING -----	194	3.28	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	82	4.10	JANITORS, PORTERS, AND CLEANERS ---	21	3.13

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts

NOTE: Data for table A-7 are not available for the Fresno survey since this is the first year a survey of comparable scope was conducted in the area.

Reference to table A-7 in the standard text of the bulletin does not apply to this area.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Fresno, Calif., June 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
ESTABLISHMENTS STUDIED -----	83	23	xxx	60	xxx	83	23	xxx	60	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	12	5	5	7	5	18	4	4	14	11
UNDER \$85.00 -----	-	-	-	-	-	1	-	-	1	-
\$85.00 AND UNDER \$87.50 -----	-	-	-	-	-	1	-	-	1	-
\$87.50 AND UNDER \$90.00 -----	-	-	-	-	-	1	-	-	1	1
\$90.00 AND UNDER \$92.50 -----	2	-	-	2	1	2	-	-	2	2
\$92.50 AND UNDER \$95.00 -----	-	-	-	-	-	1	-	-	1	-
\$95.00 AND UNDER \$97.50 -----	1	-	-	1	1	1	-	-	1	1
\$97.50 AND UNDER \$100.00 -----	2	2	2	-	-	3	1	1	2	2
\$100.00 AND UNDER \$105.00 -----	2	1	1	1	-	2	1	1	1	1
\$105.00 AND UNDER \$110.00 -----	1	-	-	1	1	-	-	-	-	-
\$110.00 AND UNDER \$115.00 -----	-	-	-	-	-	-	-	-	-	-
\$115.00 AND UNDER \$120.00 -----	1	1	1	-	-	1	1	1	-	-
\$120.00 AND UNDER \$125.00 -----	1	1	1	-	-	3	1	1	2	2
\$125.00 AND UNDER \$130.00 -----	1	-	-	1	1	1	-	-	1	1
\$130.00 AND OVER -----	1	-	-	1	1	1	-	-	1	1
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	14	3	xxx	11	xxx	36	9	xxx	27	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	57	15	xxx	42	xxx	29	10	xxx	19	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Fresno, Calif., June 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	77.1	47.3	16.1	5.4
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	-	-	-	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	77.1	47.3	16.1	5.4
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	72.5	42.7	14.8	5.1
UNIFORM PERCENTAGE DIFFERENTIAL -----	4.5	4.5	1.4	.3
OTHER DIFFERENTIAL -----	-	-	-	-
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	14.4	22.1	13.5	21.4
UNIFORM PERCENTAGE DIFFERENTIAL -----	8.0	12.0	8.0	12.0
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
9 CENTS -----	8.2	-	2.0	-
10 CENTS -----	15.1	-	4.2	-
12 CENTS -----	4.0	-	.4	-
15 CENTS -----	28.1	10.8	4.9	2.0
16 CENTS -----	3.1	-	-	-
18 CENTS -----	4.4	-	2.2	-
20 CENTS -----	7.8	8.8	1.1	.4
25 CENTS -----	-	17.4	-	1.8
30 CENTS -----	-	5.7	-	.8
35 CENTS -----	1.8	-	-	-
UNIFORM PERCENTAGE:				
8 PERCENT -----	4.5	-	1.4	-
12 PERCENT -----	-	4.5	-	.3

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Fresno, Calif., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
35 HOURS-5 DAYS -----	4	7	1	-	1	-	1	-
37 1/2 HOURS-5 DAYS -----	8	-	14	-	19	12	21	-
38 4/5 HOURS-5 DAYS -----	-	-	-	-	1	-	1	-
40 HOURS -----	86	90	83	100	79	88	77	100
4 DAYS -----	1	3	-	-	2	11	-	-
5 DAYS -----	84	86	81	100	77	77	77	100
6 DAYS -----	1	-	1	-	(9)	-	(9)	-
44 HOURS -----	3	3	2	-	-	-	-	-
5 DAYS -----	1	3	-	-	-	-	-	-
6 DAYS -----	1	-	2	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	39.7	39.8	39.7	40.0	39.5	39.7	39.4	40.0

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Fresno, Calif., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	11	-	19	2	1	-	1	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	89	100	81	98	99	100	99	100
AVERAGE NUMBER OF PAID HOLIDAYS								
FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.3	8.6	8.0	9.7	8.7	8.7	8.7	9.6
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
1 HOLIDAY -----	2	-	4	-	-	-	-	-
2 HOLIDAYS -----	(9)	-	(9)	-	(9)	-	(9)	-
3 HOLIDAYS -----	2	-	3	-	2	-	2	-
4 HOLIDAYS -----	4	2	6	-	4	2	4	-
5 HOLIDAYS -----	16	14	17	-	10	15	9	1
PLUS 1 HALF DAY -----	-	-	-	-	8	-	10	-
PLUS 2 HALF DAYS -----	1	2	-	-	(9)	1	-	-
6 HOLIDAYS -----	18	32	8	5	17	27	14	7
PLUS 1 HALF DAY -----	-	-	-	-	15	-	19	-
7 HOLIDAYS -----	22	22	23	15	14	21	12	25
PLUS 1 HALF DAY -----	-	-	-	-	4	5	4	-
8 HOLIDAYS -----	21	27	17	78	15	25	12	68
9 HOLIDAYS -----	1	2	-	-	1	3	-	-
10 HOLIDAYS -----	(9)	-	1	-	9	-	11	-
11 HOLIDAYS -----	1	-	2	-	1	-	1	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
1 DAY OR MORE -----	89	100	81	98	99	100	99	100
5 DAYS OR MORE -----	87	100	76	98	99	100	98	100
6 DAYS OR MORE -----	85	100	73	98	97	100	96	100
7 DAYS OR MORE -----	81	98	67	98	93	98	92	100
7 1/2 DAYS OR MORE -----	65	84	50	98	83	83	83	99
8 DAYS OR MORE -----	65	84	50	98	76	83	73	99
8 1/2 DAYS OR MORE -----	46	50	42	93	58	55	59	93
9 DAYS OR MORE -----	46	50	42	93	43	55	40	93
9 1/2 DAYS OR MORE -----	24	29	20	78	30	34	28	68
10 DAYS OR MORE -----	24	29	20	78	25	29	25	68
12 DAYS OR MORE -----	2	-	3	-	10	-	12	-
13 DAYS -----	1	-	2	-	1	-	1	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Fresno, Calif., June 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
<u>Percent of workers</u>								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	87	100	76	98	99	100	98	100
Lincoln's Birthday	3	-	5	-	7	-	8	-
Washington's Birthday	53	52	54	98	75	61	79	100
Good Friday	16	28	7	18	11	34	4	23
Good Friday, half day	-	-	-	-	26	-	32	-
Mother's Day	2	-	3	-	-	-	-	-
Memorial Day	85	100	73	98	97	100	96	100
Fourth of July	87	100	76	98	99	100	98	100
Labor Day	87	100	76	98	99	100	98	100
State Day	3	-	4	-	25	-	31	-
Columbus Day	8	-	14	50	11	-	14	34
Veterans Day	25	28	23	47	25	30	23	51
Thanksgiving Day	87	100	77	98	99	100	99	100
Day after Thanksgiving	35	59	18	66	31	49	26	67
Christmas Eve	20	39	5	2	13	40	6	-
Christmas Day	89	100	81	98	99	100	99	100
Extra day during Christmas week	-	-	-	-	3	-	4	-
New Year's Eve	9	21	-	-	3	12	-	-
New Year's Eve, half day	1	2	-	-	1	6	-	-
Floating holiday, 1 day ¹³	14	22	7	39	19	29	17	33
Floating holiday, 2 days ¹³	6	-	10	-	11	-	14	-
Employee's birthday	15	7	22	47	12	12	12	51

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Fresno, Calif., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	(9)	-	1	1	(9)	-	(9)	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	99	99	99	100	99	100
LENGTH-OF-TIME PAYMENT -----	87	88	87	98	98	97	99	100
PERCENTAGE PAYMENT -----	12	12	13	2	2	3	1	-
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	8	6	10	-	(9)	-	(9)	-
1 WEEK -----	13	10	16	39	42	29	45	33
OVER 1 AND UNDER 2 WEEKS -----	4	-	7	-	2	3	1	-
1 YEAR OF SERVICE:								
1 WEEK -----	61	67	57	30	28	27	29	28
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	26	20	31	64	67	58	69	67
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	4	3	4	5	3	9	2	5
2 YEARS OF SERVICE:								
1 WEEK -----	16	22	11	-	2	7	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	72	65	78	94	93	78	97	95
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	2	3	2	5	3	9	1	5
4 WEEKS -----	1	-	2	-	1	-	1	-
3 YEARS OF SERVICE:								
1 WEEK -----	3	3	3	-	1	2	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	84	84	85	94	94	83	96	95
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	3	3	3	5	3	9	2	5
4 WEEKS -----	1	-	2	-	1	-	1	-
4 YEARS OF SERVICE:								
1 WEEK -----	3	3	3	-	1	2	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	84	84	85	94	94	83	96	95
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	3	3	3	5	3	9	2	5
4 WEEKS -----	1	-	2	-	1	-	1	-
5 YEARS OF SERVICE:								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	60	69	53	88	39	56	34	85
OVER 2 AND UNDER 3 WEEKS -----	5	2	8	-	1	1	(9)	-
3 WEEKS -----	25	16	32	6	56	28	63	9
4 WEEKS -----	3	3	3	5	3	9	2	5

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Fresno, Calif., June 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
10 YEARS OF SERVICE:								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	9	5	12	1	3	1	3	3
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	69	68	70	93	83	66	87	92
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	1	-	1	-
4 WEEKS -----	11	17	6	5	12	27	8	5
12 YEARS OF SERVICE:								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	7	5	9	1	3	1	3	3
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	70	66	74	93	80	66	83	92
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	4	-	5	-
4 WEEKS -----	12	18	6	5	12	27	8	5
15 YEARS OF SERVICE:								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	5	-	9	1	3	-	3	3
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	53	60	47	73	38	33	39	81
OVER 3 AND UNDER 4 WEEKS -----	2	-	3	12	4	-	5	1
4 WEEKS -----	30	30	30	13	54	61	52	15
20 YEARS OF SERVICE:								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	5	-	9	1	3	-	3	3
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	30	34	27	-	16	10	17	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	1	-	1	-
4 WEEKS -----	50	56	46	90	77	79	76	88
5 WEEKS -----	4	-	7	8	2	4	2	9
25 YEARS OF SERVICE:								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	5	-	9	1	3	-	3	3
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	30	34	27	-	16	10	17	-
4 WEEKS -----	36	52	24	5	54	61	53	5
5 WEEKS -----	18	4	28	87	24	23	24	82
6 WEEKS -----	1	-	1	6	1	-	2	9
30 YEARS OF SERVICE:*								
1 WEEK -----	2	-	3	-	(9)	-	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	(9)	-	(9)	-
2 WEEKS -----	5	-	9	1	3	-	3	3
OVER 2 AND UNDER 3 WEEKS -----	3	-	5	-	(9)	-	(9)	-
3 WEEKS -----	30	34	27	-	16	10	17	-
4 WEEKS -----	35	49	24	5	53	53	53	5
5 WEEKS -----	19	7	28	87	25	29	24	82
6 WEEKS -----	1	-	1	6	2	2	2	9

* Estimates of provisions for longer periods of service are identical.

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Fresno, Calif., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	99	100	98	100	99	100	99	100
LIFE INSURANCE -----	81	90	74	100	92	96	91	100
NONCONTRIBUTORY PLANS -----	74	85	66	68	76	80	75	75
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	70	76	65	80	78	83	77	76
NONCONTRIBUTORY PLANS -----	66	71	62	68	67	64	68	75
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	55	58	52	81	89	79	92	83
SICKNESS AND ACCIDENT INSURANCE -----	21	20	22	45	22	17	23	42
NONCONTRIBUTORY PLANS -----	20	20	21	45	20	17	20	42
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	27	17	36	81	81	71	83	83
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	17	23	12	-	5	-	6	-
LONG-TERM DISABILITY INSURANCE -----	16	15	16	38	54	43	57	35
NONCONTRIBUTORY PLANS -----	11	9	13	26	44	20	50	34
HOSPITALIZATION INSURANCE -----	98	100	97	100	99	100	99	100
NONCONTRIBUTORY PLANS -----	83	91	77	56	49	60	45	61
SURGICAL INSURANCE -----	98	100	97	100	99	100	99	100
NONCONTRIBUTORY PLANS -----	83	91	77	56	49	60	45	61
MEDICAL INSURANCE -----	96	97	96	94	98	98	98	91
NONCONTRIBUTORY PLANS -----	81	89	76	50	47	58	44	52
MAJOR MEDICAL INSURANCE -----	95	96	94	100	99	98	99	100
NONCONTRIBUTORY PLANS -----	80	87	74	56	40	58	36	61
DENTAL INSURANCE -----	44	48	41	44	47	54	45	40
NONCONTRIBUTORY PLANS -----	40	45	37	32	25	39	22	39
RETIREMENT PENSION -----	62	66	60	84	71	81	68	74
NONCONTRIBUTORY PLANS -----	54	57	51	73	48	51	47	59

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 82² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators,
class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators,
class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B,
and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A,
B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 82 areas are 12 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Cocoa, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.—N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh-Durham, N.C.; Syracuse, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-1.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Fresno, Calif., June 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS -----	-	303	83	41,415	100	25,383	6,914	18,903
MANUFACTURING -----	50	81	23	15,123	37	11,003	1,441	6,250
NONMANUFACTURING -----	-	222	60	26,292	63	14,380	5,473	12,653
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	23	10	5,080	12	2,488	956	4,021
WHOLESALE TRADE -----	50	42	8	3,386	8	(⁶)	(⁶)	831
RETAIL TRADE -----	50	91	20	9,918	24	(⁶)	(⁶)	3,485
FINANCE, INSURANCE, AND REAL ESTATE -----	50	27	8	3,669	9	(⁷)	(⁶)	1,976
SERVICES ⁸ -----	50	39	14	4,239	10	(⁶)	(⁶)	2,340

¹ The Fresno Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Fresno County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over one-third of the workers within scope of the survey in the Fresno area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Food and kindred products..... 27	Motor vehicles and equipment..... 9
Machinery, except electrical... 12	Canned, cured, and frozen foods..... 8
Transportation equipment..... 11	Miscellaneous foods and kindred products..... 8
Primary metal industries..... 7	Nonferrous foundries..... 6
Apparel and other textile products..... 6	Floor covering mills..... 5
Fabricated metal products..... 6	
Lumber and wood products..... 6	
Textile mill products..... 6	
Printing and publishing..... 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Fresno, Calif., June 1975:

	Plant workers	Office workers
All industries.....	61	7
Manufacturing.....	71	-
Nonmanufacturing.....	54	9
Public utilities.....	98	48

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers are covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

Listed below are revised occupational titles introduced this year to eliminate sex stereotypes in the titles:

Revised title

Drafter
Drafter-tracer
Boiler tender

Former title

Draftsman
Draftsman-tracer
Fireman, stationary boiler

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class G

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alamogordo-Las Cruces, N. Mex.
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Guam
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Knoxville, Tenn.
Laredo, Tex.
Las Vegas, Nev.
Lima, Ohio

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Logansport-Peru, Ind.
Lorain-Elyria, Ohio
Lower Eastern Shore, Md.-Va.-Del.
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West Texas Plains

Reports for the following surveys conducted in the prior year but since discontinued are also available:

Abilene, Tex.**
Billings, Mont.*
Corpus Christi, Tex.*
Fresno, Calif.*

Grand Forks, N. Dak.
Sacramento, Calif.*
San Angelo, Tex.**
Wilmington, Del.-N.J.-Md.*

* Expanded to an area wage survey in fiscal year 1975. See inside back cover.

** Included in West Texas Plains.

The fourteenth annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price *	Area	Bulletin number and price *
Akron, Ohio, Dec. 1974	Suppl. Free	Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1974	Suppl. Free	Miami, Fla., Oct. 1974	Suppl. Free
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
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Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New Orleans, La., Jan. 1975	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Boise City, Idaho, Nov. 1973 ²	Suppl. Free	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Buffalo, N.Y., Oct. 1974	Suppl. Free	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va., May 1975	1850-30, 65 cents
Burlington, Vt., Dec. 1973 ²	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1974	Suppl. Free	Philadelphia, Pa.-N.J., Nov. 1974	Suppl. Free
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1974 ¹	1850-17, \$1.00	Portland, Maine, Nov. 1974	Suppl. Free
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ^{1,3}	
Dallas, Tex., Oct. 1973 ²	Suppl. Free	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	Suppl. Free
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Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
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Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Little Rock-North Little Rock, Ark., July 1973 ²	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterloo, Iowa, Nov. 1973 ^{1,2}	1795-5, 60 cents
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1973 ²	Suppl. Free	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
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Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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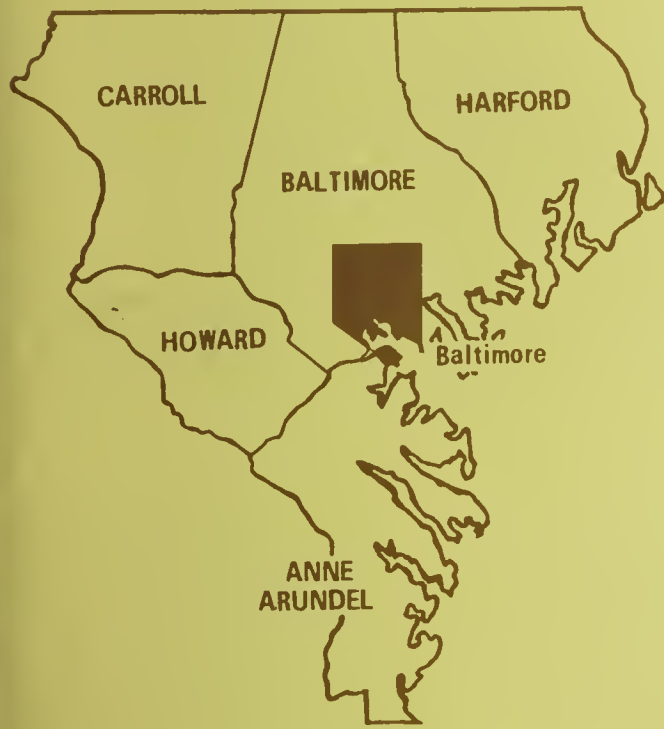
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A WAGE SURVEY

Baltimore, Maryland, Metropolitan Area

August 1975

Bulletin 1850-62



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Preface

This bulletin provides results of an August 1975 survey of occupational earnings and supplementary wage benefits in the Baltimore, Maryland, Standard Metropolitan Statistical Area (city of Baltimore, and the counties of Anne Arundel, Baltimore, Carroll, Harford and Howard). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be useful for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1960.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area survey. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Baltimore survey was conducted by the Bureau's regional office in Philadelphia, Pa., under the general direction of Alvin I. Margulis, Assistant Regional Commissioner, Operations. The survey could not have been accomplished without the cooperation of many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Baltimore area are available for the machinery (February 1973), men's and boys' suits (April 1973), nursing homes (May 1973), auto dealer repair shops (June 1973), department stores (September 1973), contract construction (September 1973), banking (October 1973), fluid milk (November 1973), contract cleaning services (July 1974), laundry and cleaning (August 1975), and moving and storage (July 1975) industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operations employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)



Baltimore, Maryland, Metropolitan Area, August 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions, which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entry salaries for office workers; late-shift pay provisions and practice for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Baltimore, Md., August 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 280	\$ 300						
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	300 over								
ALL WORKERS																																	
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	51	36.5	\$ 123.50	\$ 115.00	\$ 101.00-140.00	-	1	11	4	16	-	-	7	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-					
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	81	39.0	148.50	150.00	140.00-155.00	-	-	1	2	-	7	7	14	38	-	11	1	-	-	-	-	-	-	-	-	-	-	-					
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	135	38.0	130.00	123.50	115.00-145.00	-	-	-	16	42	13	19	16	25	1	3	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	106	38.5	128.50	123.50	110.00-145.00	-	-	-	16	34	9	14	15	15	-	3	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, ACCOUNTING, CLASS A -----	1,290	39.0	185.50	181.00	141.50-209.50	-	-	16	36	30	44	167	82	87	95	78	67	65	210	39	45	27	50	78	54	20	-						
MANUFACTURING -----	421	39.0	210.00	201.00	166.00-249.50	-	-	-	-	1	-	38	21	23	50	17	24	30	40	24	26	10	15	40	45	17	-						
NONMANUFACTURING -----	869	39.0	173.50	172.00	135.00-200.00	-	-	16	36	29	44	129	61	64	45	61	43	35	170	15	19	17	35	38	9	3	-						
PUBLIC UTILITIES -----	255	38.0	198.50	200.00	200.00-209.00	-	-	-	-	-	-	47	4	-	-	4	-	4	146	1	5	1	15	18	8	2	-						
RETAIL TRADE -----	133	39.0	139.00	133.50	112.50-169.00	-	-	11	20	14	18	10	13	2	14	16	5	6	4	-	-	-	-	-	-	-	-						
FINANCE -----	205	39.0	147.50	143.00	134.50-159.00	-	-	-	1	5	26	50	34	41	16	16	10	4	-	2	-	-	-	-	-	-	-						
SERVICES -----	61	37.5	149.00	149.50	117.00-173.00	-	-	5	15	10	-	1	10	11	-	15	-	5	4	-	-	3	2	-	-	-	-						
CLERKS, ACCOUNTING, CLASS B -----	1,573	38.5	145.00	138.00	122.00-160.50	6	22	79	91	106	274	223	162	139	127	75	59	122	20	11	13	9	17	12	4	-	-						
MANUFACTURING -----	403	39.0	158.00	150.00	132.00-172.50	-	-	19	4	17	32	71	52	71	27	30	15	8	11	3	9	4	15	11	4	-	-						
NONMANUFACTURING -----	1,170	38.5	141.00	135.00	120.00-160.00	6	22	60	87	91	242	152	110	68	100	45	44	114	9	8	4	5	-	1	-	-	-						
WHOLESALE TRADE -----	224	39.5	147.50	139.00	124.00-166.50	-	-	-	6	13	53	41	25	16	22	17	12	4	5	7	2	-	-	1	-	-	-						
RETAIL TRADE -----	268	39.0	128.50	128.00	100.00-157.00	6	12	47	19	9	44	21	24	23	53	7	3	-	-	-	-	-	-	-	-	-	-						
FINANCE -----	324	38.5	124.50	124.00	114.00-135.00	-	10	13	45	44	103	50	32	17	8	1	-	-	1	-	-	-	-	-	-	-	-						
SERVICES -----	142	37.0	135.50	134.50	121.00-150.00	-	-	-	17	17	30	25	22	10	6	6	6	3	-	-	-	-	-	-	-	-	-						
CLERKS, FILE, CLASS A -----	81	39.0	158.50	144.00	123.00-163.00	-	-	-	5	3	23	4	10	4	16	-	1	-	2	-	2	2	3	4	1	1	-						
NONMANUFACTURING -----	76	39.5	160.50	148.00	124.00-163.00	-	-	-	5	1	21	4	10	4	16	-	-	-	2	-	2	2	3	4	1	1	-						
CLERKS, FILE, CLASS B -----	374	38.5	120.50	107.50	99.00-121.50	-	9	92	105	64	24	10	11	10	-	17	2	2	9	4	5	2	7	1	-	-	-						
NONMANUFACTURING -----	327	38.5	114.00	104.00	98.00-114.00	-	7	92	105	62	22	8	7	-	-	1	-	2	7	3	4	-	7	-	-	-	-						
FINANCE -----	251	38.0	104.00	101.00	96.00-110.00	-	7	91	86	49	6	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
CLERKS, FILE, CLASS C -----	450	38.5	111.50	105.00	95.50-117.50	6	41	109	108	77	35	32	14	7	6	-	1	-	1	3	2	1	7	-	-	-	-						
MANUFACTURING -----	85	38.0	114.00	105.00	102.00-125.50	6	6	4	28	2	25	-	11	2	-	-	-	-	-	-	-	-	1	-	-	-	-						
NONMANUFACTURING -----	365	38.5	111.00	103.50	95.00-115.50	-	35	105	80	75	10	32	3	5	6	-	1	-	1	3	2	1	6	-	-	-	-						
PUBLIC UTILITIES -----	46	39.0	167.00	151.50	132.50-211.50	-	-	-	-	1	2	16	3	5	5	-	1	-	1	3	2	1	6	-	-	-	-						
FINANCE -----	239	38.0	105.00	105.00	95.00-112.50	-	26	60	62	68	7	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
CLERKS, ORDER -----	649	39.0	143.00	137.50	110.00-150.50	1	12	56	85	64	72	83	83	53	15	18	14	27	2	7	7	6	31	14	-	-	-						
MANUFACTURING -----	79	38.5	160.00	160.00	149.50-170.00	-	-	-	-	5	6	5	5	16	15	11	2	13	-	1	-	-	-	-	-	-	-						
NONMANUFACTURING -----	570	39.0	140.50	135.00	105.00-140.00	1	12	56	85	59	66	78	78	37	-	7	12	14	2	6	7	6	31	14	-	-	-						
WHOLESALE TRADE -----	302	39.0	159.00	140.00	117.50-190.00	-	-	3	43	47	27	29	27	28	-	7	12	14	2	6	7	6	31	14	-	-	-						
RETAIL TRADE -----	253	38.5	117.50	120.00	96.50-140.00	1	12	53	42	12	39	49	36	9	-	-	-	-	-	-	-	-	-	-	-	-	-						
CLERKS, PAYROLL -----	326	39.0	167.50	171.00	141.50-216.00	-	-	1	13	9	24	25	38	21	28	19	19	12	30	16	4	5	3	5	48	6	-						
MANUFACTURING -----	227	39.5	205.00	196.00	156.00-266.50	-	-	1	9	2	6	4	30	18	6	17	15	10	28	12	4	5	1	5	46	6	-						
NONMANUFACTURING -----	99	38.5	147.50	139.50	123.50-160.00	-	-	-	4	7	18	21	8	3	22	2	4	2	4	-	-	-	-	-	-	-	-						
RETAIL TRADE -----	52	38.0	138.00	130.00	123.00-160.00	-	-	-	3	1	12	17	1	1	16	1	-	-	-	-	-	-	-	-	-	-	-						
TELETYPE OPERATORS, CLASS A -----	490	39.0	167.00	159.00	143.00-191.00	-	-	-	1	13	52	33	84	67	57	37	15	31	23	25	28	11	6	6	-	-	-						
MANUFACTURING -----	191	39.0	184.50	172.00	153.00-215.00	-	-	-	-	4	4	13	15	26	29	13	2	2	20	18	22	11	6	6	-	-	-						
NONMANUFACTURING -----	299	36.5	156.00	150.00	137.00-171.00	-	-	-	1	9	48	20	69	41	28	24	14	29	3	7	6	-	-	-	-	-	-						
PUBLIC UTILITIES -----	41	40.0	173.00	174.00	157.00-190.00	-	-	-	-	-	8	-	-	9	1	4	5	6	-	4	4	-	-	-	-	-	-						
WHOLESALE TRADE -----	51	38.0	151.50	143.00	125.00-170.00	-	-	-	-	20	-	17	-	-	-	4	1	1	3	3	2	-	-	-	-	-	-						
FINANCE -----	139	38.0	146.00	147.00	133.00-157.50	-	-	-	1	9	16	14	42	22	21	12	2	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Baltimore, Md., August 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																												
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 280	\$ 300 and over							
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	300	over								
ALL WORKERS-- CONTINUED																																		
KEYPUNCH OPERATORS, CLASS B -----	1,180	38.5	\$ 137.50	\$ 130.00	\$ 110.00-150.00	9	10	35	70	210	228	191	129	107	45	11	38	28	6	9	52	1	1	-	-	-	-	-	-					
MANUFACTURING -----	307	39.0	146.50	136.00	120.00-163.00	-	-	2	8	29	59	57	36	28	23	6	20	26	5	4	2	1	1	-	-	-	-	-						
NONMANUFACTURING -----	873	38.5	134.00	125.00	115.00-145.50	9	10	33	62	181	169	134	93	79	22	5	18	2	1	5	50	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	125	39.0	185.50	185.50	147.00-227.50	-	-	-	-	2	3	23	14	7	4	2	14	-	1	5	50	-	-	-	-	-	-	-						
WHOLESALE TRADE -----	289	39.0	125.50	122.00	113.00-135.00	-	-	12	9	88	89	33	21	25	5	1	4	2	-	-	-	-	-	-	-	-	-	-						
RETAIL TRADE -----	141	38.5	126.00	130.00	100.00-150.50	9	-	12	19	15	7	22	12	26	8	1	-	-	-	-	-	-	-	-	-	-	-	-						
FINANCE -----	228	38.0	125.00	123.50	110.00-137.50	-	10	9	22	46	43	46	27	20	4	1	-	-	-	-	-	-	-	-	-	-	-	-						
MESSENGERS -----	357	38.5	122.50	114.00	100.00-140.00	-	15	57	68	67	29	31	21	43	6	3	4	3	7	1	-	2	-	-	-	-	-	-						
MANUFACTURING -----	94	39.5	140.50	146.00	116.50-157.00	-	-	5	4	15	8	2	15	40	-	3	-	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	263	38.5	115.50	110.00	100.00-125.00	-	15	52	64	52	21	29	6	3	6	-	2	3	7	1	-	2	-	-	-	-	-	-						
PUBLIC UTILITIES -----	58	39.0	148.50	139.50	114.00-177.00	-	2	-	3	14	4	9	4	1	6	-	2	3	7	1	-	2	-	-	-	-	-	-						
FINANCE -----	149	38.5	115.50	103.00	90.00-112.00	-	13	42	46	21	8	16	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
SECRETARIES -----	4,113	39.0	174.00	167.00	147.00-197.50	-	-	13	71	89	203	332	463	430	538	379	374	260	285	133	162	131	116	82	25	25	26							
MANUFACTURING -----	1,179	39.5	188.50	186.50	159.00-212.50	-	-	-	3	8	27	82	82	97	103	91	105	111	160	62	94	53	53	25	13	10	10							
NONMANUFACTURING -----	2,934	38.5	168.50	162.50	143.00-185.50	-	-	13	68	81	176	250	381	333	435	288	269	149	126	71	68	78	63	57	12	16	16							
PUBLIC UTILITIES -----	280	39.0	226.50	235.00	205.00-250.00	-	-	-	-	-	2	3	16	6	14	9	12	7	19	13	29	46	37	49	3	15	15							
WHOLESALE TRADE -----	338	39.0	166.00	159.00	140.50-180.00	-	-	-	13	16	17	14	69	47	56	19	22	15	9	5	4	10	6	7	1	1	1							
RETAIL TRADE -----	218	39.0	163.50	165.00	140.50-180.00	-	-	1	17	2	8	14	34	22	30	28	12	17	14	8	2	5	3	-	1	-	-							
FINANCE -----	1,449	38.5	156.50	155.50	139.00-173.00	-	-	12	33	48	117	177	219	188	222	169	132	69	31	17	10	1	3	1	-	-	-							
SERVICES -----	649	38.5	173.50	171.50	154.00-192.00	-	-	-	5	15	32	42	43	70	113	63	91	41	53	28	23	16	14	-	-	-	-							
SECRETARIES, CLASS A -----	248	38.5	192.50	191.50	165.00-205.50	-	-	-	17	-	-	1	-	14	42	9	38	32	40	6	5	7	12	10	11	4	4							
MANUFACTURING -----	78	39.0	200.50	192.00	182.50-205.50	-	-	-	-	-	-	-	-	-	15	4	15	12	15	3	2	1	-	1	6	3	3							
NONMANUFACTURING -----	170	38.0	189.00	190.00	165.00-201.50	-	-	-	17	-	-	1	-	14	27	5	22	20	25	3	3	6	12	9	5	1	1							
FINANCE -----	61	38.0	188.50	191.50	175.00-200.00	-	-	-	1	-	-	-	-	-	13	5	8	12	15	3	3	-	-	1	-	-	-							
SECRETARIES, CLASS B -----	841	39.0	184.50	175.00	150.50-209.50	-	-	-	-	4	13	31	70	102	121	129	65	40	57	45	31	69	34	20	3	3	3							
MANUFACTURING -----	199	39.5	201.00	205.00	163.00-234.00	-	-	-	-	1	5	7	41	25	20	42	50	19	49	44	75	20	25	17	5	2	2							
NONMANUFACTURING -----	642	38.5	179.50	171.50	156.00-197.00	-	-	-	-	4	12	28	62	83	93	109	61	35	32	16	44	15	13	1	1	1	1							
PUBLIC UTILITIES -----	60	39.0	223.50	235.00	213.00-235.00	-	-	-	-	-	2	-	-	-	6	2	-	-	-	11	1	30	-	8	-	-	-							
WHOLESALE TRADE -----	70	39.0	180.50	172.00	160.00-180.00	-	-	-	-	3	3	-	9	1	18	12	8	2	3	-	-	-	4	5	1	1	1							
RETAIL TRADE -----	54	39.0	173.00	170.00	141.50-183.50	-	-	-	-	1	2	-	12	5	1	19	2	2	-	2	5	3	-	-	-	-	-							
FINANCE -----	372	38.5	168.50	166.00	153.50-180.00	-	-	-	-	5	28	39	64	68	70	39	22	13	14	7	1	2	-	-	-	-	-							
SERVICES -----	86	38.0	199.00	202.50	184.50-210.00	-	-	-	-	-	-	-	2	13	-	6	12	9	16	7	6	8	7	-	-	-	-							
SECRETARIES, CLASS C -----	1,586	38.5	171.50	165.00	144.00-196.50	-	-	12	31	34	91	135	226	150	174	141	138	83	92	72	114	30	34	19	7	1	1							
MANUFACTURING -----	448	39.5	199.00	204.00	171.50-221.00	-	-	-	-	1	5	7	41	25	20	42	50	19	49	44	75	20	25	17	5	2	2							
NONMANUFACTURING -----	1,138	38.5	160.50	157.50	139.50-180.00	-	-	12	31	33	86	128	185	125	154	99	88	64	43	28	39	10	9	2	2	2	2							
PUBLIC UTILITIES -----	65	37.0	188.00	178.50	148.00-220.00	-	-	-	-	-	3	15	6	6	3	1	2	-	-	19	6	4	-	-	-	-	-							
WHOLESALE TRADE -----	97	38.5	173.50	160.00	150.00-192.50	-	-	-	-	-	2	31	14	12	7	4	8	6	3	3	2	1	2	2	-	-	-							
RETAIL TRADE -----	88	39.0	167.50	164.00	141.50-197.00	-	-	-	-	1	4	12	17	7	9	5	2	14	9	8	-	-	-	-	-	-	-							
FINANCE -----	639	38.0	148.00	147.00	130.00-165.00	-	-	12	31	32	69	96	106	81	86	59	40	23	3	-	-	-	1	-	-	-	-							
SERVICES -----	249	39.0	178.50	178.50	160.00-201.50	-	-	-	-	-	13	15	16	17	41	25	41	17	25	17	17	2	3	-	-	-	-							
SECRETARIES, CLASS D -----	1,346	39.0	161.50	160.00	140.00-183.00	-	-	1	23	51	99	165	167	164	201	100	133	105	97	8	7	15	7	-	1	-	-							
MANUFACTURING -----	454	39.5	170.00	169.00	143.50-194.50	-	-	-	3	7	21	72	33	53	40	25	35	75	71	2	2	7	6	-	-	-	-							
NONMANUFACTURING -----	892	39.0	157.00	157.50	130.00-172.50	-	-	1	20	44	78	93	134	111	161	75	98	30	26	6	5	8	1	-	1	-	-							
WHOLESALE TRADE -----	158	39.0	152.00	148.00	120.00-161.00	-	-	-	13	13	14	12	29	26	26	-	7	5	-	2	1	8	1	-	1	-	-							
FINANCE -----	377	39.0	153.00	150.00	137.50-160.00	-	-	-	1	16	43	53	74	43	55	35	45	12	-	-	-	-	-	-	-	-	-							
SERVICES -----	277	38.5	157.00	161.00	143.00-172.00	-	-	-	5	15	19	26	25	40	72	32	30	7	2	4	-	-	-	-	-	-	-							

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Baltimore, Md., August 1975—Continued

[illegible]

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Baltimore, Md., August 1975

[illegible]

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Baltimore, Md., August 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			Mean ²	Median ²	Middle range ²	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$210	\$220	\$230	\$240	\$250	\$260	\$270	\$280	\$290	\$300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Baltimore, Md., August 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 100 and under	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460 and over		
						110	120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	over			
ALL WORKERS			\$	\$	\$																								
COMPUTER OPERATORS, CLASS A -----	255	39.0	224.00	208.50	182.50-250.50	-	2	-	2	1	10	34	61	40	35	14	11	5	-	37	3	-	-	-	-	-	-	-	
MANUFACTURING -----	65	38.5	223.50	225.00	191.00-257.00	-	2	-	2	1	2	2	11	12	9	10	9	2	-	-	3	-	-	-	-	-	-		
NONMANUFACTURING -----	190	39.0	224.50	201.50	182.50-230.00	-	-	-	-	-	8	32	50	28	26	4	2	3	-	37	-	-	-	-	-	-	-		
FINANCE -----	86	38.0	196.50	192.50	174.00-214.50	-	-	-	-	-	8	17	26	16	14	2	2	1	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	358	39.0	179.50	168.50	154.00-190.00	2	1	5	13	53	31	134	55	16	21	1	9	4	8	5	-	-	-	-	-	-	-		
MANUFACTURING -----	137	39.5	190.00	163.50	149.00-209.00	2	-	1	3	31	8	33	20	5	15	1	1	4	8	5	-	-	-	-	-	-	-		
NONMANUFACTURING -----	221	38.5	173.00	169.00	156.00-184.00	-	1	4	10	22	23	101	35	11	6	-	8	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	84	37.5	167.00	164.00	150.00-177.50	-	1	1	4	14	17	29	12	1	5	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	208	39.0	162.50	149.00	130.00-174.00	3	12	35	29	28	16	35	11	19	5	2	-	13	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	167	39.0	162.00	144.00	126.00-173.50	3	12	35	29	9	11	29	10	9	5	2	-	13	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	33	39.5	240.50	238.00	205.00-289.00	-	-	-	-	-	-	3	4	6	5	2	-	13	-	-	-	-	-	-	-	-	-		
FINANCE -----	76	38.5	148.00	139.00	130.50-160.00	1	1	17	24	3	11	10	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	156	39.5	295.00	289.50	250.00-330.50	-	-	-	-	-	-	-	2	2	5	34	23	25	15	16	19	10	2	3	-	-	-		
MANUFACTURING -----	113	39.0	292.00	287.00	250.00-325.50	-	-	-	-	-	-	-	-	2	5	31	13	24	4	11	11	9	2	1	-	-	-		
NONMANUFACTURING -----	57	39.5	287.50	277.00	253.50-317.00	-	-	-	-	-	-	-	-	2	5	11	11	10	4	6	2	3	2	1	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	336	39.0	247.00	236.50	211.00-269.00	-	-	-	-	1	1	23	23	62	62	63	33	22	5	5	1	35	-	-	-	-	-		
MANUFACTURING -----	51	40.0	241.00	244.00	202.00-252.00	-	-	-	-	-	-	2	5	11	4	18	6	1	1	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	285	39.0	248.00	230.50	211.00-274.50	-	-	-	-	1	1	21	18	51	58	45	27	21	4	3	-	35	-	-	-	-	-		
PUBLIC UTILITIES -----	62	40.0	311.50	364.00	250.00-364.00	-	-	-	-	-	-	-	-	4	5	14	2	2	-	-	-	35	-	-	-	-	-		
FINANCE -----	122	38.0	225.00	221.00	190.50-253.00	-	-	-	-	1	1	12	18	27	20	19	15	8	1	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	119	38.0	184.00	184.50	167.00-207.00	-	10	-	-	2	4	29	37	24	8	5	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	99	37.5	185.00	189.00	172.50-207.00	-	10	-	-	2	4	15	37	21	5	5	-	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	56	37.5	181.00	183.50	164.00-203.50	-	10	-	-	2	4	13	33	18	4	2	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	190	40.0	352.50	350.00	310.50-395.00	-	-	-	-	-	-	-	-	-	1	3	14	19	27	27	19	22	16	22	18	-	-		
MANUFACTURING -----	62	40.0	356.00	353.00	316.50-395.00	-	-	-	-	-	-	-	-	-	-	1	3	14	8	7	10	7	8	3	-	-	-		
NONMANUFACTURING -----	134	40.0	351.00	345.50	300.00-414.00	-	-	-	-	-	-	-	-	-	1	3	13	16	13	19	12	12	9	14	15	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	211	39.5	297.50	295.00	267.00-314.50	-	-	-	-	-	-	-	1	3	11	17	55	40	38	15	8	8	1	6	8	-	-		
MANUFACTURING -----	55	39.5	298.00	290.00	260.50-335.00	-	-	-	-	-	-	-	-	-	4	9	12	8	3	8	5	4	-	2	-	-	-		
NONMANUFACTURING -----	156	39.5	297.50	295.00	267.00-311.00	-	-	-	-	-	-	-	1	3	7	8	43	32	35	7	3	4	1	4	8	-	-		
FINANCE -----	53	38.5	282.00	288.50	264.00-306.50	-	-	-	-	-	-	-	1	3	7	4	9	17	15	4	3	-	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	101	39.0	232.50	238.00	211.00-251.50	-	-	-	-	-	9	6	7	9	22	37	6	2	-	1	-	-	2	-	-	-	-		
NONMANUFACTURING -----	98	39.0	229.00	235.00	211.00-251.50	-	-	-	-	-	9	6	7	9	21	37	6	2	-	1	-	-	-	-	-	-	-		
DRAFTERS, CLASS A -----	613	40.0	264.00	259.00	235.00-289.00	-	-	-	-	-	-	2	4	63	142	103	95	97	56	14	7	28	2	-	-	-	-		
MANUFACTURING -----	404	40.0	272.00	273.50	237.00-293.00	-	-	-	-	-	-	-	3	31	83	44	74	83	49	-	7	28	2	-	-	-	-		
NONMANUFACTURING -----	209	40.0	248.50	242.00	224.00-260.00	-	-	-	-	-	-	2	1	32	59	59	21	14	7	14	-	-	-	-	-	-	-		
SERVICES -----	190	40.0	242.50	240.00	226.50-255.50	-	-	-	-	-	-	2	1	32	59	59	17	14	5	1	-	-	-	-	-	-	-		
DRAFTERS, CLASS B -----	495	39.5	205.50	198.00	160.00-221.00	-	-	-	4	14	8	97	136	102	40	50	27	7	6	3	1	-	-	-	-	-	-		
MANUFACTURING -----	302	39.5	209.50	200.00	185.50-227.00	-	-	-	-	2	1	55	79	70	36	41	4	5	6	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	193	40.0	159.00	191.00	173.00-210.50	-	-	-	4	12	7	42	57	32	4	9	23	2	-	1	-	-	-	-	-	-	-		
SERVICES -----	155	40.0	187.00	190.00	160.50-200.00	-	-	-	4	12	6	37	54	32	3	4	3	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Baltimore, Md., August 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of--																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						100	110	120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440			
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and	
						110	120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	over			
ALL WORKERS-- CONTINUED																													
RAFTERS, CLASS C -----	328	39.5	\$ 188.00	\$ 176.50	\$ 157.00-221.00	1	1	21	8	26	35	74	36	37	59	12	7	11	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	216	39.5	187.50	176.00	150.00-224.50	-	-	21	8	25	31	27	16	23	36	12	6	11	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	112	40.0	188.50	182.50	160.50-213.00	1	1	-	-	1	4	47	20	14	23	-	1	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	64	40.0	168.00	174.50	160.00-178.00	1	1	-	-	1	4	41	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RAFTERS-TRACERS -----	130	39.5	146.00	138.00	124.50-161.00	2	8	23	53	9	2	9	16	6	2	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	81	39.5	154.00	137.00	135.00-184.50	-	-	7	38	8	2	2	16	6	2	-	-	-	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS -----	1,245	40.0	242.00	227.00	218.00-267.00	-	-	1	3	1	10	38	127	162	350	194	130	78	47	81	16	7	-	-	-	-	-		
NONMANUFACTURING -----	620	40.0	247.50	250.00	212.00-277.00	-	-	1	-	-	8	34	38	90	85	124	108	59	25	36	5	7	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	428	40.0	279.00	275.00	246.00-310.00	-	-	-	-	-	2	6	1	22	27	93	75	57	41	81	16	7	-	-	-	-	-		
NONMANUFACTURING -----	173	40.0	285.00	270.50	246.00-330.50	-	-	-	-	-	-	-	-	2	6	62	22	3	22	45	11	-	-	-	-	-	-		
	255	40.0	275.00	276.00	252.50-301.50	-	-	-	-	-	2	6	1	20	21	31	53	54	19	36	5	7	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS B- NONMANUFACTURING -----	537	40.0	233.50	225.00	225.00-246.50	-	-	1	-	-	1	13	13	69	282	76	55	21	6	-	-	-	-	-	-	-	-		
	198	40.0	244.00	251.50	230.00-270.00	-	-	1	-	-	1	11	13	15	23	68	55	5	6	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS C-	280	40.0	203.00	199.00	193.00-212.50	-	-	-	3	1	7	19	113	71	41	25	-	-	-	-	-	-	-	-	-	-	-		
COURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	115	39.0	237.00	237.00	213.50-258.50	-	-	-	-	-	2	7	11	16	23	30	16	6	1	3	-	-	-	-	-	-	-		
	89	39.5	240.00	240.00	215.50-250.50	-	-	-	-	-	-	4	9	12	18	28	10	4	1	3	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Baltimore, Md., August 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

* Workers were distributed as follows: 5 at \$440 to \$460; 1 at \$460 to \$480; and 1 at \$480 to \$500.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Baltimore, Md., August 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A: MANUFACTURING -----	113	40.0	\$ 255.00	CLERKS, ORDER -----	493	39.0	128.50	SECRETARIES - CONTINUED			
CLERKS, ACCOUNTING, CLASS B: MANUFACTURING -----	55	39.0	196.00	MANUFACTURING -----	77	38.5	160.00	SECRETARIES, CLASS O -----	1,344	39.0	161.50
CLERKS, ORDER -----	156	38.5	188.00	NONMANUFACTURING -----	416	39.0	122.50	MANUFACTURING -----	453	39.5	170.50
NONMANUFACTURING -----	154	38.5	188.00	WHOLESALE TRADE -----	180	39.5	129.00	NONMANUFACTURING -----	891	39.0	157.00
WHOLESALE TRADE -----	122	38.0	203.50	RETAIL TRADE -----	231	38.5	117.00	WHOLESALE TRADE -----	158	39.0	152.00
MESSENGERS -----	256	38.5	122.00	CLERKS, PAYROLL -----	247	39.0	161.00	FINANCE -----	377	39.0	153.00
MANUFACTURING -----	74	39.0	141.00	MANUFACTURING -----	154	39.0	170.50	SERVICES -----	276	38.5	157.00
NONMANUFACTURING -----	182	38.5	114.00	NONMANUFACTURING -----	93	38.5	145.50	STENOGRAPHERS, GENERAL -----	589	39.5	167.50
FINANCE -----	121	38.5	106.00	RETAIL TRADE -----	52	38.0	138.00	MANUFACTURING -----	253	40.0	174.50
OFFICE OCCUPATIONS - WOMEN				KEYPUNCH OPERATORS, CLASS A -----	486	39.0	166.50	NONMANUFACTURING -----	336	39.5	163.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	51	36.5	123.50	MANUFACTURING -----	191	39.0	164.50	WHOLESALE TRADE -----	54	39.5	141.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	81	39.0	148.50	NONMANUFACTURING -----	295	38.5	155.00	FINANCE -----	74	38.5	141.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	135	38.0	130.00	PUBLIC UTILITIES -----	37	40.0	168.50	STENOGRAPHERS, SENIOR -----	657	38.0	154.50
NONMANUFACTURING -----	106	38.5	128.50	WHOLESALE TRADE -----	51	38.0	151.50	MANUFACTURING -----	165	38.5	162.00
CLERKS, ACCOUNTING, CLASS A -----	858	39.0	167.50	FINANCE -----	139	38.0	146.00	NONMANUFACTURING -----	492	38.0	152.00
MANUFACTURING -----	291	39.0	190.50	KEYPUNCH OPERATORS, CLASS B -----	1,134	38.5	137.00	FINANCE -----	253	38.5	135.50
NONMANUFACTURING: -----				MANUFACTURING -----	297	39.0	147.00	SERVICES -----	156	36.0	155.50
WHOLESALE TRADE -----	125	40.0	189.50	NONMANUFACTURING -----	837	38.5	133.00	SWITCHBOARD OPERATORS -----	378	38.5	133.50
RETAIL TRADE -----	133	39.0	139.00	WHOLESALE TRADE -----	283	39.0	125.00	MANUFACTURING -----	52	39.5	164.00
FINANCE -----	167	39.0	148.50	RETAIL TRADE -----	128	38.5	127.00	NONMANUFACTURING -----	326	38.5	129.00
SERVICES -----	78	37.5	146.50	FINANCE -----	226	38.0	125.00	RETAIL TRADE -----	125	38.0	116.50
CLERKS, ACCOUNTING, CLASS B -----	1,283	38.5	137.00	SECRETARIES -----	4,065	39.0	173.00	FINANCE -----	81	39.0	130.00
MANUFACTURING -----	343	39.0	151.00	MANUFACTURING -----	1,178	39.5	188.50	SERVICES -----	68	38.0	120.50
NONMANUFACTURING -----	940	38.5	132.00	NONMANUFACTURING -----	2,887	38.5	167.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	553	38.5	130.00
WHOLESALE TRADE -----	191	39.5	144.00	PUBLIC UTILITIES -----	234	39.0	218.00	MANUFACTURING -----	247	38.5	133.00
RETAIL TRADE -----	256	39.0	127.00	WHOLESALE TRADE -----	338	39.0	166.00	NONMANUFACTURING -----	306	38.5	128.00
FINANCE -----	295	38.5	123.50	RETAIL TRADE -----	218	39.0	163.50	PUBLIC UTILITIES -----	38	39.0	144.50
SERVICES -----	136	37.0	135.50	FINANCE -----	1,449	38.5	156.50	WHOLESALE TRADE -----	110	39.0	127.00
CLERKS, FILE, CLASS A -----	69	38.5	150.50	SERVICES -----	648	38.5	173.50	FINANCE -----	50	38.0	113.50
NONMANUFACTURING -----	64	39.0	152.00	SECRETARIES, CLASS A -----	248	38.5	192.50	SERVICES -----	60	37.5	137.00
CLERKS, FILE, CLASS B -----	348	38.5	115.50	MANUFACTURING -----	78	39.0	200.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	301	38.5	134.50
NONMANUFACTURING -----	305	38.5	108.50	NONMANUFACTURING -----	170	38.0	189.00	NONMANUFACTURING -----	231	38.5	141.00
FINANCE -----	251	38.0	104.00	FINANCE -----	61	38.0	188.50	TYPISTS, CLASS A -----	564	39.0	150.00
CLERKS, FILE, CLASS C -----	394	38.0	107.00	SECRETARIES, CLASS B -----	832	39.0	183.50	MANUFACTURING -----	256	39.5	160.50
MANUFACTURING -----	70	37.5	110.50	MANUFACTURING -----	199	39.5	201.00	NONMANUFACTURING -----	308	38.5	141.50
NONMANUFACTURING -----	324	38.5	106.50	NONMANUFACTURING -----	633	38.5	178.00	FINANCE -----	91	37.5	121.50
FINANCE -----	236	38.0	105.00	PUBLIC UTILITIES -----	51	39.0	215.00	SERVICES -----	88	37.5	130.00
				WHOLESALE TRADE -----	70	39.0	180.50	TYPISTS, CLASS B -----	1,135	38.5	122.50
				RETAIL TRADE -----	54	39.0	173.00	MANUFACTURING -----	186	39.0	154.50
				FINANCE -----	372	38.5	168.50	NONMANUFACTURING -----	949	38.5	116.00
				SERVICES -----	86	38.0	199.00	WHOLESALE TRADE -----	147	39.5	112.00
				SECRETARIES, CLASS C -----	1,574	38.5	171.00	RETAIL TRADE -----	139	39.0	125.50
				MANUFACTURING -----	448	39.5	199.00	FINANCE -----	538	38.5	111.50
				NONMANUFACTURING -----	1,126	38.5	159.50	SERVICES -----	101	37.0	121.50
				WHOLESALE TRADE -----	97	38.5	173.50				
				RETAIL TRADE -----	88	39.0	167.50				
				FINANCE -----	639	38.0	148.00				
				SERVICES -----	249	39.0	178.50				

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Baltimore, Md., August 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$
COMPUTER OPERATORS, CLASS A -----	214	39.0	227.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	177	40.0	355.50	ELECTRONICS TECHNICIANS -----	1,222	40.0	243.00
NONMANUFACTURING -----	169	39.0	228.00	MANUFACTURING -----	60	40.0	356.00	NONMANUFACTURING -----	617	40.0	247.50
FINANCE -----	76	38.0	198.00	NONMANUFACTURING -----	117	40.0	355.50				
COMPUTER OPERATORS, CLASS B -----	274	39.0	182.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	186	39.5	298.00	ELECTRONICS TECHNICIANS, CLASS A-----	426	40.0	279.00
MANUFACTURING -----	77	39.5	202.00	NONMANUFACTURING -----	137	39.5	298.50	MANUFACTURING -----	171	40.0	285.50
NONMANUFACTURING -----	197	38.5	175.00	FINANCE -----	55	38.0	286.50	NONMANUFACTURING -----	255	40.0	275.00
FINANCE -----	75	37.5	168.00					ELECTRONICS TECHNICIANS, CLASS B-----	528	40.0	233.50
COMPUTER OPERATORS, CLASS C -----	142	39.5	165.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	79	39.0	234.00	NONMANUFACTURING -----	197	40.0	244.00
NONMANUFACTURING -----	123	39.5	167.00	NONMANUFACTURING -----	76	39.0	230.00	ELECTRONICS TECHNICIANS, CLASS C-----	268	40.0	204.00
FINANCE -----	53	39.0	154.00								
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	127	39.5	297.50	DRAFTERS, CLASS A -----	606	40.0	264.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	93	39.5	291.00	MANUFACTURING -----	402	40.0	272.00				
				NONMANUFACTURING -----	204	40.0	248.50				
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	266	39.0	251.50	SERVICES -----	186	40.0	242.50	COMPUTER OPERATORS, CLASS B -----	75	39.0	161.50
NONMANUFACTURING -----	227	39.0	253.50	DRAFTERS, CLASS B -----	485	39.5	206.00	MANUFACTURING -----	51	39.0	164.00
PUBLIC UTILITIES -----	59	40.0	311.00	MANUFACTURING -----	299	39.5	209.50				
FINANCE -----	83	38.0	230.00	NONMANUFACTURING -----	186	40.0	200.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	70	38.5	228.50
				SERVICES -----	149	40.0	187.50	NONMANUFACTURING -----	58	38.5	225.00
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	82	38.0	182.50	DRAFTERS, CLASS C -----	270	40.0	183.00				
NONMANUFACTURING -----	65	37.5	183.50	NONMANUFACTURING -----	95	40.0	190.00	NURSES, INDUSTRIAL (REGISTERED) ---	105	39.0	233.50
FINANCE -----	55	37.5	178.00					MANUFACTURING -----	84	39.5	237.50

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

**Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Baltimore, Md., August 1975**

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A:-----	106	40.0	\$ 257.50	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	161	39.0	239.00
MANUFACTURING -----								NONMANUFACTURING -----	123	39.0	239.50
MESSENGERS -----	147	39.5	133.50	SECRETARIES, CLASS A -----	73	39.0	216.00	FINANCE -----	59	38.5	196.50
NONMANUFACTURING:-----				NONMANUFACTURING -----	51	39.0	207.50				
FINANCE -----	60	39.0	109.00					COMPUTER OPERATORS, CLASS B -----	146	39.0	191.00
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS B -----	464	39.5	188.00	NONMANUFACTURING -----	97	38.5	173.00
CLERKS, ACCOUNTING, CLASS A:-----				MANUFACTURING -----	113	40.0	213.00	FINANCE -----	51	38.5	163.50
MANUFACTURING -----	145	39.5	208.50	NONMANUFACTURING -----	351	39.0	180.50				
NONMANUFACTURING:-----				FINANCE -----	259	39.0	167.50	COMPUTER OPERATORS, CLASS C -----	84	39.5	183.00
RETAIL TRADE -----	86	39.0	147.50					NONMANUFACTURING -----	76	39.5	184.50
CLERKS, ACCOUNTING, CLASS B:-----				SECRETARIES, CLASS C -----	855	39.5	182.00	COMPUTER PROGRAMMERS,-----			
MANUFACTURING -----	167	39.5	160.50	MANUFACTURING -----	314	39.5	211.50	BUSINESS, CLASS A -----	84	39.5	290.50
NONMANUFACTURING:-----				NONMANUFACTURING -----	571	39.5	166.00	NONMANUFACTURING -----	67	39.0	262.50
FINANCE -----	157	39.5	122.50	RETAIL TRADE -----	88	39.0	167.50				
CLERKS, FILE, CLASS B -----	180	39.0	125.00	FINANCE -----	319	39.0	148.50	COMPUTER PROGRAMMERS,-----			
NONMANUFACTURING -----	137	38.5	112.00	SECRETARIES, CLASS D -----	666	39.5	165.50	BUSINESS, CLASS B -----	142	39.0	270.00
FINANCE -----	100	38.0	102.00	MANUFACTURING -----	243	39.5	176.00	NONMANUFACTURING -----	126	39.0	271.50
CLERKS, FILE, CLASS C -----	154	39.0	113.50	NONMANUFACTURING -----	423	39.5	159.50	FINANCE -----	65	38.0	232.50
NONMANUFACTURING -----	137	38.5	110.50	STENOGRAPHERS, GENERAL -----	421	39.5	181.00	COMPUTER SYSTEMS ANALYSTS,-----			
FINANCE -----	93	38.5	106.50	MANUFACTURING -----	253	40.0	174.50	BUSINESS, CLASS A -----	110	39.5	346.00
CLERKS, ORDER -----	196	38.0	127.50	STENOGRAPHERS, SENIOR -----	222	39.5	166.00	MANUFACTURING -----	60	40.0	356.00
NONMANUFACTURING -----	164	38.0	123.50	MANUFACTURING -----	79	39.0	189.50	NONMANUFACTURING -----	50	39.5	334.00
CLERKS, PAYROLL -----	121	39.0	170.50	NONMANUFACTURING -----	143	39.5	153.00	COMPUTER SYSTEMS ANALYSTS,-----			
MANUFACTURING -----	81	39.5	145.00	SWITCHBOARD OPERATORS -----	186	39.0	149.50	BUSINESS, CLASS B -----	106	39.5	306.00
KEYPUNCH OPERATORS, CLASS A -----	330	39.5	174.50	NONMANUFACTURING -----	139	38.5	143.50	NONMANUFACTURING -----	63	39.5	310.00
MANUFACTURING -----	166	39.5	188.00	RETAIL TRADE -----	64	37.5	126.00	DRAFTERS, CLASS A -----	377	40.0	282.50
NONMANUFACTURING -----	164	39.0	160.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	55	39.0	162.50	MANUFACTURING -----	306	40.0	285.00
FINANCE -----	73	38.0	143.00	TRANSCRIBING-MACHINE OPERATORS,-----				DRAFTERS, CLASS B -----	174	40.0	235.50
KEYPUNCH OPERATORS, CLASS B -----	502	39.0	152.50	GENERAL -----	74	39.5	144.00	MANUFACTURING -----	125	40.0	231.50
MANUFACTURING -----	172	39.0	160.00	NONMANUFACTURING -----	61	39.5	144.50	ELECTRONICS TECHNICIANS -----	859	40.0	240.50
NONMANUFACTURING -----	330	39.0	148.50	TYPISTS, CLASS A -----	377	39.5	157.00	ELECTRONICS TECHNICIANS, CLASS A-----	342	40.0	274.50
RETAIL TRADE -----	89	38.5	131.00	MANUFACTURING -----	199	39.5	166.00	MANUFACTURING -----	157	40.0	288.50
FINANCE -----	125	38.5	128.50	NONMANUFACTURING:-----				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
SECRETARIES -----	2,155	39.5	181.50	FINANCE -----	66	37.5	117.00	COMPUTER PROGRAMMERS,-----			
MANUFACTURING -----	692	39.5	200.00	TYPISTS, CLASS B -----	536	39.0	130.00	BUSINESS, CLASS B -----	55	38.5	229.50
NONMANUFACTURING -----	1,463	39.5	173.00	MANUFACTURING -----	143	39.0	159.50	NURSES, INDUSTRIAL (REGISTERED) ---	99	39.0	235.50
PUBLIC UTILITIES -----	160	40.0	234.00	NONMANUFACTURING -----	393	39.0	119.00	MANUFACTURING -----	79	39.5	240.00
RETAIL TRADE -----	155	39.0	171.00	FINANCE -----	281	39.0	113.00				
FINANCE -----	795	39.0	155.00								

NOTE: Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in table A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Baltimore, Md., August 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²																											
					Under \$3.40	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	\$7.00	\$7.40	\$7.80	\$8.20	\$8.60	\$9.00			
ALL WORKERS																															
BOILER TENDERS -----	71	\$ 6.08	\$ 5.99	\$ 5.50- 6.38	-	-	1	-	8	1	-	-	-	5	1	3	6	12	-	20	-	4	-	-	10	-	-	-	-	-	-
MANUFACTURING -----	62	6.18	6.27	5.81- 6.38	-	-	1	-	7	-	-	-	-	1	1	-	6	12	-	20	-	4	-	-	10	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	295	5.68	5.68	4.83- 6.63	10	1	7	-	26	22	5	2	4	23	19	5	35	10	27	12	13	14	53	6	1	-	-	-	-	-	-
MANUFACTURING -----	142	6.35	6.55	5.48- 7.13	-	-	-	-	5	-	1	-	4	23	2	5	4	4	14	-	12	11	52	5	-	-	-	-	-	-	-
NONMANUFACTURING -----	153	5.05	5.32	4.00- 5.70	10	1	7	-	21	22	4	2	-	-	17	-	31	6	13	12	1	3	1	1	1	-	-	-	-	-	-
PUBLIC UTILITIES -----	58	5.74	5.68	5.68- 5.88	-	-	-	-	-	-	-	-	-	-	13	-	30	1	1	12	1	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	656	6.44	6.45	5.74- 7.40	-	-	-	2	1	16	2	23	7	23	43	27	21	28	37	88	15	125	35	144	3	-	-	16	-	-	-
MANUFACTURING -----	524	6.57	6.80	5.84- 7.40	-	-	-	1	1	7	2	14	7	21	39	15	21	25	34	25	7	107	35	144	3	-	-	16	-	-	-
NONMANUFACTURING -----	132	5.94	6.29	5.50- 6.20	-	-	-	1	-	9	-	9	-	2	4	12	-	3	3	63	8	18	-	-	-	-	-	-	-	-	-
ENGINEERS, STATIONARY -----	402	5.72	5.54	4.82- 6.55	-	-	-	-	3	28	-	34	70	43	11	24	30	2	34	12	30	27	30	14	-	-	-	10	-	-	-
MANUFACTURING -----	278	5.92	5.63	5.14- 6.59	-	-	-	-	3	-	-	34	20	42	9	21	14	1	34	11	29	22	20	8	-	-	-	10	-	-	-
NONMANUFACTURING -----	124	5.28	4.82	4.82- 5.62	-	-	-	-	-	28	-	-	50	1	2	3	16	1	-	1	1	5	10	6	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM --	114	6.29	6.19	5.63- 6.61	-	-	-	-	-	-	-	-	5	7	5	6	19	5	16	2	18	9	2	9	11	-	-	-	-	-	-
MANUFACTURING -----	114	6.29	6.19	5.63- 6.61	-	-	-	-	-	-	-	-	5	7	5	6	19	5	16	2	18	9	2	9	11	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	698	6.88	6.84	6.24- 7.60	-	-	2	1	-	-	-	21	14	2	4	54	33	28	4	62	11	162	27	203	-	-	-	70	-	-	-
MANUFACTURING -----	646	6.93	6.97	6.24- 7.60	-	-	2	1	-	-	-	21	14	2	1	54	33	28	3	25	9	153	27	203	-	-	-	70	-	-	-
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	1,429	6.16	6.71	5.60- 6.85	-	15	5	5	14	50	126	3	33	38	49	18	24	82	92	66	54	656	46	17	30	-	-	6	-	-	-
MANUFACTURING -----	405	5.35	4.99	4.47- 6.64	-	15	5	5	2	38	123	1	27	11	17	5	7	24	10	4	7	87	7	4	-	-	-	6	-	-	-
NONMANUFACTURING -----	1,024	6.51	6.85	6.15- 6.85	-	-	-	-	12	12	3	2	6	27	32	13	17	58	82	62	47	569	39	13	30	-	-	-	-	-	-
PUBLIC UTILITIES -----	650	6.82	6.85	6.85- 6.90	-	-	-	-	-	-	2	-	-	3	5	1	5	1	10	28	11	531	21	-	30	-	-	-	-	-	-
WHOLESALE TRADE -----	68	6.06	6.71	4.25- 7.00	-	-	-	-	12	6	-	-	-	-	-	-	-	6	-	-	-	26	18	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE -----	2,012	6.60	6.98	5.85- 7.45	33	-	1	1	1	58	74	36	32	47	67	46	78	100	84	18	118	238	201	778	1	-	-	-	-	-	-
MANUFACTURING -----	1,838	6.58	7.16	5.78- 7.45	33	-	1	1	1	57	73	36	31	47	67	38	78	100	78	8	117	137	169	765	1	-	-	-	-	-	-
NONMANUFACTURING -----	174	6.83	6.98	6.80- 7.09	-	-	-	-	-	1	1	-	1	-	-	8	-	-	6	10	1	101	32	13	-	-	-	-	-	-	-
MILLWRIGHTS -----	220	6.75	6.88	5.97- 7.32	-	-	-	-	-	-	-	-	-	-	-	-	4	8	53	20	5	8	23	64	27	-	-	-	-	-	8
MANUFACTURING -----	220	6.75	6.88	5.97- 7.32	-	-	-	-	-	-	-	-	-	-	-	-	4	8	53	20	5	8	23	64	27	-	-	-	-	-	8
PAINTERS, MAINTENANCE -----	148	5.30	4.92	4.11- 6.46	4	18	7	6	8	3	3	11	14	2	4	5	4	7	5	3	11	8	23	2	-	-	-	-	-	-	-
MANUFACTURING -----	88	6.10	6.33	4.83- 7.23	-	1	-	-	1	-	1	9	14	-	-	1	3	7	5	3	11	7	23	2	-	-	-	-	-	-	-
NONMANUFACTURING -----	60	4.13	3.90	3.50- 4.50	4	17	7	6	7	3	2	2	-	2	4	4	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-
PIPEFITTERS, MAINTENANCE -----	421	6.83	7.21	6.33- 7.32	-	-	-	-	-	-	-	9	9	4	28	11	18	1	9	17	29	60	133	77	-	-	-	16	-	-	-
MANUFACTURING -----	393	6.90	7.21	6.55- 7.37	-	-	-	-	-	-	-	9	8	4	27	5	15	-	8	2	29	60	133	77	-	-	-	16	-	-	-
NONMANUFACTURING: PUBLIC UTILITIES -----	28	5.93	6.25	5.43- 6.25	-	-	-	-	-	-	-	-	1	-	1	6	3	1	1	15	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE --	131	6.67	6.64	6.15- 7.30	-	-	-	-	-	-	3	-	-	-	8	1	16	1	6	21	8	6	35	22	-	-	4	-	-	-	-
MANUFACTURING -----	107	6.79	7.18	6.07- 7.30	-	-	-	-	-	-	3	-	-	-	5	1	16	-	5	2	8	6	35	22	-	-	4	-	-	-	-
TOOL AND DIE MAKERS -----	405	6.87	7.16	6.20- 7.50	-	-	-	1	-	-	-	15	-	6	1	7	21	5	44	16	48	30	81	69	59	2	-	-	-	-	-
MANUFACTURING -----	395	6.90	7.16	6.24- 7.50	-	-	-	1	-	-	-	15	-	4	1	5	19	3	44	14	48	30	81	69	59	2	-	-	-	-	-

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Baltimore, Md., August 1975

[illegible]

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Baltimore, Md., August 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of--																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.10 and under	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00			
ALL WORKERS																														
GUARDS AND WATCHMEN -----	3,469	\$ 2.74	\$ 2.45	\$ 2.20- 2.65	856	754	953	115	77	85	44	28	67	13	45	28	39	20	163	52	55	50	4	4	14	-	-	-	-	-
MANUFACTURING -----	488	4.66	4.90	3.60- 5.30	-	24	4	31	11	20	14	4	46	7	2	7	21	7	137	40	41	50	4	4	14	-	-	-	-	-
NONMANUFACTURING -----	2,981	2.44	2.35	2.15- 2.44	856	730	949	84	66	65	30	24	21	6	46	21	18	13	26	12	14	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	40	4.13	4.19	4.63- 4.31	-	-	-	-	-	-	1	1	-	1	22	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	134	3.18	3.05	2.38- 3.75	16	32	4	1	13	2	12	14	16	-	2	3	2	1	16	-	-	-	-	-	-	-	-	-	-	-
SERVICES -----	2,482	2.34	2.35	2.13- 2.45	742	550	942	70	52	54	11	-	-	5	17	2	15	11	5	-	-	-	-	-	-	-	-	-	-	-
GUARDS:																														
MANUFACTURING -----	359	5.09	5.11	4.86- 5.72	-	22	-	2	-	11	3	3	2	6	2	7	17	7	135	40	30	50	4	4	14	-	-	-	-	-
WATCHMEN:																														
MANUFACTURING -----	129	3.47	3.28	2.75- 3.61	-	2	4	29	11	9	11	1	44	1	-	-	4	-	2	-	11	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS ---	8,526	2.73	2.25	2.10- 3.1-	3668	1222	611	411	192	272	276	335	154	172	243	139	92	93	311	131	161	1	6	6	-	-	-	-	-	-
MANUFACTURING -----	1,389	4.37	4.33	3.65- 5.20	1	31	49	86	24	27	64	48	40	93	200	45	54	86	284	92	159	-	-	6	-	-	-	-	-	-
NONMANUFACTURING -----	7,137	2.47	2.15	2.10- 2.54	3667	1221	562	325	168	245	212	287	114	79	43	94	38	7	27	39	2	1	6	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	279	3.72	3.63	2.93- 4.33	7	-	16	15	32	20	14	18	13	40	15	43	9	-	22	15	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	77	3.43	3.00	2.30- 3.75	3	6	7	3	5	24	6	1	6	-	-	2	6	-	-	-	2	-	6	-	-	-	-	-	-	-
RETAIL TRADE -----	577	3.66	2.80	2.50- 3.32	44	75	83	79	54	70	30	10	12	15	13	45	23	7	1	16	-	-	-	-	-	-	-	-	-	-
FINANCE -----	1,171	2.39	2.35	2.20- 2.45	284	546	187	57	29	31	16	2	4	2	2	4	-	-	1	5	-	1	-	-	-	-	-	-	-	-
SERVICES -----	5,033	2.33	2.10	2.10- 2.35	3329	594	269	171	48	100	146	256	79	22	13	-	-	-	3	3	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	3,361	4.35	4.06	3.15- 5.44	111	150	148	129	92	229	143	171	165	74	388	150	78	278	86	306	77	103	153	274	30	-	-	32	-	-
MANUFACTURING -----	1,956	4.40	4.06	3.54- 5.31	24	26	39	64	16	135	128	134	112	31	348	114	31	209	26	212	45	76	51	73	30	-	-	32	-	-
NONMANUFACTURING -----	1,405	4.29	3.96	2.63- 5.67	87	124	109	65	76	94	15	37	53	43	40	36	47	69	60	88	32	27	102	201	-	-	-	-	-	-
PUBLIC UTILITIES -----	346	6.00	6.70	4.65- 6.93	-	-	-	-	-	-	-	-	-	-	-	23	-	65	-	64	-	18	36	140	-	-	-	-	-	-
WHOLESALE TRADE -----	293	3.54	3.10	2.57- 4.20	7	42	25	24	-	56	-	12	26	4	22	6	-	-	54	12	3	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	734	3.82	3.13	2.50- 4.55	76	76	80	41	76	38	15	25	27	39	18	7	47	4	3	6	26	9	66	61	-	-	-	-	-	-
ORDER FILLERS -----	1,916	4.74	4.55	3.80- 5.95	30	4	8	23	81	56	117	56	38	259	93	158	108	10	363	11	27	21	405	42	-	-	6	-	-	-
MANUFACTURING -----	383	4.48	4.55	4.14- 4.84	-	-	-	-	-	19	20	8	-	9	40	71	77	6	114	1	7	1	3	1	-	-	6	-	-	-
NONMANUFACTURING -----	1,533	4.81	4.40	3.80- 6.67	30	4	8	23	81	37	97	48	38	250	53	87	31	4	249	16	20	20	402	41	-	-	-	-	-	-
WHOLESALE TRADE -----	767	4.03	3.80	3.31- 5.01	30	3	6	6	69	27	89	12	12	205	24	12	6	-	246	-	-	20	-	-	-	-	-	-	-	-
RETAIL TRADE -----	692	5.75	6.70	4.25- 6.70	-	1	2	10	8	7	8	36	26	45	29	15	25	4	3	10	20	-	402	41	-	-	-	-	-	-
PACKERS, SHIPPING -----	681	3.90	3.64	2.94- 5.04	32	8	21	83	49	116	7	20	34	71	41	13	5	-	17	13	30	117	3	1	-	-	-	-	-	-
MANUFACTURING -----	259	3.68	3.03	2.94- 4.13	-	-	2	44	24	72	4	1	20	12	16	13	-	-	14	-	30	3	3	1	-	-	-	-	-	-
NONMANUFACTURING -----	422	4.03	3.69	2.85- 6.04	32	8	19	39	25	44	3	19	14	59	25	-	5	-	3	13	-	114	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	316	4.26	3.82	3.00- 6.04	32	7	7	16	7	30	-	7	11	59	23	-	-	-	3	-	-	114	-	-	-	-	-	-	-	-
RECEIVING CLERKS -----	543	4.57	4.33	3.75- 5.30	12	-	15	14	-	8	26	38	28	41	76	27	38	37	25	32	24	41	24	37	-	-	-	-	-	-
MANUFACTURING -----	227	4.29	4.17	3.83- 4.60	-	-	-	-	-	1	18	22	8	26	58	18	9	31	7	8	19	3	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	316	4.77	4.55	3.75- 6.04	12	-	15	14	-	7	8	16	20	15	18	9	29	7	18	24	5	38	24	37	-	-	-	-	-	-
WHOLESALE TRADE -----	48	4.46	4.33	3.92- 5.13	-	-	-	-	-	6	6	-	-	12	15	8	-	7	15	16	3	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	213	4.94	5.30	3.56- 6.75	12	-	15	14	-	1	2	16	14	-	3	-	25	-	3	8	2	38	23	37	-	-	-	-	-	-
SHIPPING CLERKS -----	163	5.17	4.93	4.57- 6.01	-	-	-	-	11	4	1	4	10	6	1	4	13	16	26	16	21	5	11	32	-	-	-	-	-	-
MANUFACTURING -----	111	4.83	4.91	4.57- 5.24	-	-	-	-	-	4	-	4	9	5	-	-	13	16	25	11	20	3	-	1	-	-	-	-	-	-
NONMANUFACTURING -----	72	5.69	6.63	4.33- 6.81	-	-	-	-	11	-	1	-	1	1	1	4	-	2	1	5	1	2	11	31	-	-	-	-	-	-
RETAIL TRADE -----	54	5.58	6.63	4.31- 6.81	-	-	-	-	11	-	1	-	1	-	1	-	-	2	1	4	-	-	11	22	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	241	4.47	4.35	3.75- 5.1	-	-	-	2	2	5	13	27	16	12	25	22	9	13	40	18	22	15	-	-	-	-	-	-	-	-
MANUFACTURING -----	60	4.91	5.63	3.50- 5.63	-	-	-	-	-	-	9	9	-	-	-	9	-	4	-	-	22	15	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	173	4.29	4.20	3.75- 5.03	-	-	-	2	2	5	4	18	16	12	25	13	9	-	40	18	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	60	4.01	3.92	3.75- 4.20	-	-	-	-	-	-	-	7	13	11	8	13	4	-	4	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Baltimore, Md., August 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$2.10 and under	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ALL WORKERS-- CONTINUED																														
TRUCKDRIVERS -----	5,775	\$5.80	\$6.14	\$4.55-7.11	-	29	53	70	53	91	153	159	132	147	257	98	232	82	205	188	571	419	787	1925	124	-	-	-	-	-
MANUFACTURING -----	1,488	5.18	5.71	4.45-6.03	-	6	31	-	19	2	51	46	34	70	17	45	182	46	89	5	382	412	47	-	-	-	-	-	-	-
NONMANUFACTURING -----	4,287	6.01	6.70	5.07-7.11	-	23	22	70	34	89	102	113	98	77	240	53	50	36	116	183	189	7	740	1921	124	-	-	-	-	-
PUBLIC UTILITIES -----	2,420	6.85	7.11	6.70-7.11	-	-	-	-	-	-	-	-	1	-	16	6	1	15	78	27	32	1	566	1737	-	-	-	-	-	-
WHOLESALE TRADE -----	1,214	5.19	5.31	4.18-6.65	-	-	-	10	-	14	21	63	84	28	205	46	48	20	18	156	151	6	169	174	-	-	-	-	-	-
RETAIL TRADE -----	588	4.56	3.55	3.13-6.45	-	23	16	46	34	60	68	47	13	44	16	-	-	-	17	-	6	-	65	4	124	-	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	696	4.55	3.98	3.23-6.03	-	24	6	70	35	29	36	12	53	79	32	-	24	10	21	5	42	56	157	-	-	-	-	-	-	-
MANUFACTURING -----	263	4.77	4.62	3.91-6.03	-	6	-	-	19	-	3	-	15	27	8	-	22	6	4	-	36	55	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	493	4.46	3.80	3.00-6.77	-	23	6	70	16	29	33	12	38	52	24	-	2	2	17	5	6	1	157	-	-	-	-	-	-	-
RETAIL TRADE -----	155	3.12	2.84	2.70-3.85	-	23	-	46	16	-	14	-	11	44	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,481	5.30	5.81	3.94-7.11	-	-	28	-	18	60	97	88	51	37	189	53	16	11	60	3	61	236	5	468	-	-	-	-	-	-
MANUFACTURING -----	387	5.36	6.03	4.84-6.03	-	-	12	-	-	-	36	1	-	12	9	1	16	3	26	2	23	236	5	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,094	5.25	4.38	3.75-7.11	-	-	16	-	18	60	61	87	51	25	180	52	-	3	34	1	38	-	468	-	-	-	-	-	-	-
WHOLESALE TRADE -----	336	4.03	4.18	3.79-4.14	-	-	-	-	-	-	13	40	48	25	152	46	-	-	-	-	12	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	221	3.37	3.25	3.10-3.50	-	-	16	-	18	60	46	47	2	-	16	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	2,188	6.49	7.06	6.49-7.11	-	-	-	-	-	-	16	21	20	4	35	31	49	46	30	22	155	82	558	997	124	-	-	-	-	-
MANUFACTURING -----	288	5.19	5.03	4.36-6.21	-	-	-	-	-	-	8	21	11	4	-	31	37	30	8	2	14	76	42	4	-	-	-	-	-	-
NONMANUFACTURING -----	1,900	6.69	7.08	6.49-7.11	-	-	-	-	-	-	8	-	9	-	35	-	12	15	22	20	141	5	514	993	124	-	-	-	-	-
PUBLIC UTILITIES -----	1,182	6.90	7.08	6.49-7.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	20	-	-	349	804	-	-	-	-	-	-
WHOLESALE TRADE -----	565	6.17	6.67	5.01-7.11	-	-	-	-	-	-	-	-	9	-	35	-	12	10	18	-	135	6	159	175	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	439	5.02	4.85	4.45-5.67	-	-	19	-	-	2	4	24	8	24	-	1	131	4	23	4	115	40	-	47	-	-	-	-	-	-
MANUFACTURING -----	335	4.88	4.85	4.45-5.67	-	-	19	-	-	2	4	10	8	24	-	-	95	-	22	-	111	40	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	104	5.49	4.75	4.55-7.11	-	-	-	-	-	-	-	14	-	-	-	1	36	4	1	4	4	-	-	4	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT) -----	2,293	5.39	5.81	4.44-6.64	-	-	-	33	42	40	19	100	13	27	123	144	112	71	142	230	195	415	525	61	-	-	-	-	-	-
MANUFACTURING -----	1,888	5.34	5.71	4.41-6.11	-	-	-	24	36	37	13	100	4	13	113	118	112	47	106	182	188	412	341	2	-	-	-	-	-	-
NONMANUFACTURING -----	405	5.64	6.64	4.70-6.72	-	-	-	9	6	3	6	-	9	14	10	26	-	24	36	48	7	3	145	59	-	-	-	-	-	-
WHOLESALE TRADE -----	178	4.52	4.70	4.23-5.23	-	-	-	9	6	3	6	-	-	14	6	26	-	24	36	48	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	247	6.13	5.80	5.23-7.65	-	-	-	-	-	-	-	-	-	-	-	7	1	3	9	94	25	24	-	12	-	72	-	-	-	-
MANUFACTURING -----	149	6.72	6.92	5.81-7.65	-	-	-	-	-	-	-	-	-	-	-	7	1	-	1	19	13	24	-	12	-	72	-	-	-	-
WAREHOUSEMEN -----	1,935	4.41	4.35	3.95-4.80	-	7	31	79	13	58	53	23	56	196	162	321	143	303	265	37	89	6	70	-	20	8	-	-	-	-
MANUFACTURING -----	452	4.73	4.72	4.22-5.17	-	7	2	5	3	1	12	6	32	35	7	63	39	94	33	25	60	-	5	-	20	5	-	-	-	-
NONMANUFACTURING -----	1,483	4.32	4.35	3.93-4.75	-	-	29	74	10	57	41	17	24	161	155	258	104	214	232	17	29	6	55	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	419	4.26	4.35	3.93-4.38	-	-	-	-	-	-	1	2	1	113	69	195	4	5	12	6	11	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	705	4.66	4.75	4.55-4.80	-	-	-	-	3	31	6	12	14	4	49	40	71	204	215	-	10	0	40	-	-	-	-	-	-	-
RETAIL TRADE -----	357	3.71	3.68	2.75-4.25	-	-	29	74	7	25	34	3	8	44	37	23	29	5	5	11	4	-	15	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Baltimore, Md., August 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.10 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	\$ 8.00
						2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.40	6.80	7.20	7.60	8.00
ALL WORKERS																														
GUARDS AND WATCHMEN -----	1,266	\$ 3.47	\$ 2.80	\$ 2.20- 4.85	180	309	106	29	41	72	30	20	19	10	35	26	35	20	155	52	55	50	4	4	14	-	-	-	-	-
MANUFACTURING -----	350	5.21	5.11	4.89- 5.84	-	2	2	11	7	11	2	-	-	4	-	5	17	7	129	42	41	50	4	4	14	-	-	-	-	-
NONMANUFACTURING:																														
PUBLIC UTILITIES -----	31	4.12	4.03	4.03- 4.31	-	-	-	-	-	-	1	1	-	1	13	14	1	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	88	3.64	3.52	3.16- 4.13	-	2	4	1	13	2	12	14	16	-	2	3	2	1	16	-	-	-	-	-	-	-	-	-	-	-
FINANCE -----	64	4.42	4.55	3.36- 5.52	-	-	1	3	-	9	6	5	3	-	3	2	-	1	5	12	14	-	-	-	-	-	-	-	-	-
GUARDS:																														
MANUFACTURING -----	306	5.42	5.11	4.90- 5.86	-	-	-	2	-	2	-	-	-	4	-	5	17	7	127	40	30	50	4	4	14	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS ---	2,710	3.48	3.11	2.25- 4.61	534	431	161	94	76	107	45	43	61	109	165	125	58	87	304	124	159	1	-	6	-	-	-	-	-	-
MANUFACTURING -----	938	4.88	5.20	4.17- 5.51	1	3	-	2	-	17	15	1	23	43	149	37	26	80	284	92	159	-	-	6	-	-	-	-	-	-
NONMANUFACTURING -----	1,772	2.74	2.35	2.10- 3.10	533	428	161	92	76	90	30	42	38	66	36	88	32	7	20	32	-	1	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	209	3.95	3.91	3.51- 4.33	-	-	-	-	32	10	-	18	13	40	15	43	9	-	18	11	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	343	3.42	3.15	2.72- 4.27	-	30	33	42	24	54	18	10	12	15	13	45	23	7	1	16	-	-	-	-	-	-	-	-	-	-
FINANCE -----	135	2.88	2.71	2.45- 2.92	2	21	22	38	20	13	4	2	4	2	-	-	-	-	1	5	-	1	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	1,639	4.97	4.65	4.02- 6.11	-	30	41	44	28	63	17	27	40	53	173	122	54	146	18	258	71	85	153	134	30	-	-	-	-	32
MANUFACTURING -----	921	5.26	5.41	4.21- 6.14	-	2	3	3	4	45	2	2	5	10	139	112	7	77	15	188	45	76	51	73	30	-	-	-	-	32
NONMANUFACTURING -----	718	4.61	4.50	3.33- 5.87	-	28	38	41	24	38	15	25	35	43	34	10	47	69	3	70	26	9	102	61	-	-	-	-	-	-
PUBLIC UTILITIES -----	168	5.39	5.44	4.65- 5.44	-	-	-	-	-	-	-	-	-	-	-	3	-	65	-	64	-	-	36	-	-	-	-	-	-	-
RETAIL TRADE -----	522	4.40	3.91	2.99- 6.20	-	28	38	41	24	38	15	25	27	39	18	7	47	4	3	6	26	9	66	61	-	-	-	-	-	-
ORDER FILLERS -----	995	5.23	4.69	3.67- 6.70	-	1	2	17	44	29	103	36	26	46	29	22	25	10	113	11	27	1	405	42	-	-	-	-	6	-
NONMANUFACTURING -----	839	5.29	6.67	3.54- 6.70	-	1	2	17	44	28	91	36	26	45	29	15	25	4	3	10	20	-	402	41	-	-	-	-	-	-
RETAIL TRADE -----	690	5.76	6.70	4.25- 6.70	-	1	2	10	8	5	8	36	26	45	29	15	25	4	3	10	20	-	402	41	-	-	-	-	-	-
PACKERS, SHIPPING -----	238	4.00	3.91	2.90- 5.04	-	1	14	25	18	14	5	13	12	7	21	11	5	-	12	13	30	3	3	1	-	-	-	-	-	-
MANUFACTURING -----	75	4.97	5.04	4.22- 5.83	-	-	2	2	-	-	2	1	4	2	2	11	-	-	12	-	30	3	3	1	-	-	-	-	-	-
NONMANUFACTURING -----	133	3.46	3.17	2.75- 4.07	-	1	12	23	18	14	3	12	8	5	19	-	5	-	-	13	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS -----	183	5.53	5.95	4.44- 6.75	-	-	3	3	-	2	2	1	7	9	3	1	27	-	10	10	21	23	24	37	-	-	-	-	-	-
MANUFACTURING -----	60	5.00	5.21	4.44- 5.80	-	-	-	-	-	1	-	1	6	6	-	-	9	-	7	8	19	3	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	123	5.78	6.04	4.55- 6.84	-	-	3	3	-	1	2	-	1	3	3	1	18	-	3	2	2	20	24	37	-	-	-	-	-	-
RETAIL TRADE -----	114	5.89	6.75	4.95- 6.82	-	-	3	3	-	1	2	-	1	-	3	-	14	-	3	2	2	20	23	37	-	-	-	-	-	-
SHIPPING CLERKS -----	80	5.63	5.95	4.72- 6.80	-	-	-	-	-	1	1	-	10	2	1	-	-	11	3	5	9	3	11	23	-	-	-	-	-	-
TRUCKDRIVERS -----	1,525	5.98	6.03	5.72- 6.46	-	-	-	-	6	8	7	4	4	12	21	10	16	19	132	32	409	413	308	-	124	-	-	-	-	-
MANUFACTURING -----	888	5.84	6.00	5.81- 6.05	-	-	-	-	-	-	-	1	3	7	-	3	14	3	38	5	377	412	23	-	-	-	-	-	-	-
NONMANUFACTURING -----	639	6.12	6.70	5.13- 6.70	-	-	-	-	6	8	7	3	1	5	21	7	2	16	94	27	32	1	285	-	124	-	-	-	-	-
PUBLIC UTILITIES -----	399	6.00	6.70	5.13- 6.70	-	-	-	-	-	-	-	-	1	-	16	6	1	15	74	27	32	1	226	-	-	-	-	-	-	-
RETAIL TRADE -----	212	6.66	7.30	6.45- 7.30	-	-	-	-	6	2	-	-	-	-	4	-	-	-	17	-	-	-	59	-	124	-	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	311	6.04	6.70	5.81- 6.70	-	-	-	-	-	6	5	3	-	5	4	-	2	5	21	5	42	56	157	-	-	-	-	-	-	-
MANUFACTURING -----	98	5.87	6.03	5.81- 6.03	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	36	55	-	-	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	366	5.60	6.03	5.72- 6.03	-	-	-	-	6	2	2	-	1	-	16	7	-	3	36	3	49	236	5	-	-	-	-	-	-	-
NONMANUFACTURING -----	97	4.80	5.03	4.19- 5.03	-	-	-	-	6	2	2	-	1	-	16	6	-	3	34	1	26	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	339	6.56	6.70	6.12- 7.30	-	-	-	-	-	-	-	1	3	4	-	-	-	-	8	22	14	76	87	-	124	-	-	-	-	-
MANUFACTURING -----	126	5.93	6.12	5.97- 6.21	-	-	-	-	-	-	-	1	3	4	-	-	-	-	8	2	14	76	12	-	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	155	5.77	5.67	5.67- 6.01	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-	111	40	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Baltimore, Md., August 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	2.10	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00			
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40			
ALL WORKERS-- CONTINUED																														
TRUCKERS, POWER (FORKLIFT) -----	1,545	\$ 5.85	\$ 6.11	\$ 5.28- 6.62	-	-	-	-	1	5	82	5	4	18	64	76	15	62	112	99	415	526	61	-	-	-	-			
MANUFACTURING -----	1,302	5.75	6.10	5.26- 6.62	-	-	-	-	1	5	82	4	2	12	44	76	15	62	112	92	412	381	2	-	-	-	-			
NONMANUFACTURING -----	243	6.39	6.65	6.64- 6.74	-	-	-	-	-	-	-	1	2	6	20	-	-	-	-	7	3	145	59	-	-	-	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	152	6.69	6.92	6.81- 7.65	-	-	-	-	-	-	-	-	-	-	7	1	3	9	3	21	24	-	12	-	72	-	-			
MANUFACTURING -----	133	6.90	7.65	6.34- 7.65	-	-	-	-	-	-	-	-	-	-	7	1	-	1	3	13	24	-	12	-	72	-	-			
WAREHOUSEMEN -----	539	4.74	4.72	4.22- 5.40	-	7	7	10	10	16	23	6	11	21	20	45	61	50	29	71	-	20	-	20	8	-	-			
MANUFACTURING -----	329	5.60	4.72	4.55- 5.61	-	7	2	5	3	1	12	1	1	-	7	22	28	33	20	60	-	5	-	20	8	-	-			
NONMANUFACTURING -----	210	4.33	4.25	3.64- 4.74	-	-	5	5	7	15	11	5	10	21	13	23	33	17	9	11	-	15	-	-	-	-	-			
RETAIL TRADE -----	164	4.15	4.10	3.46- 4.55	-	-	5	5	7	14	10	3	8	20	12	23	29	5	5	3	-	15	-	-	-	-	-			

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Baltimore, Md., August 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	71	\$ 6.03	GUARDS AND WATCHMEN--CONTINUED			TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	62	5.18	GUARDS:			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	659	\$ 4.64
CARPENTERS, MAINTENANCE -----	295	5.68	MANUFACTURING -----	343	\$ 5.11	MANUFACTURING -----	203	4.77
MANUFACTURING -----	142	6.35	WATCHMEN:			NONMANUFACTURING -----	456	4.57
NONMANUFACTURING -----	153	5.05	MANUFACTURING -----	129	3.47	RETAIL TRADE -----	132	3.28
PUBLIC UTILITIES -----	58	5.74	JANITORS, PORTERS, AND CLEANERS ---	5,626	2.90	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,470	5.30
ELECTRICIANS, MAINTENANCE -----	656	6.44	MANUFACTURING -----	1,166	4.45	MANUFACTURING -----	387	5.36
MANUFACTURING -----	524	6.57	NONMANUFACTURING -----	4,460	2.50	NONMANUFACTURING -----	1,083	5.28
NONMANUFACTURING -----	132	5.94	WHOLESALE TRADE -----	62	3.42	WHOLESALE TRADE -----	336	4.03
ENGINEERS, STATIONARY -----	402	5.72	RETAIL TRADE -----	419	3.19	RETAIL TRADE -----	221	3.37
MANUFACTURING -----	278	5.92	FINANCE -----	499	2.48	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	2,188	6.49
NONMANUFACTURING -----	124	5.28	SERVICES -----	3,338	2.34	MANUFACTURING -----	288	5.19
MACHINE-TOOL OPERATORS, TOOLROOM --	112	6.31	LABORERS, MATERIAL HANDLING -----	3,286	4.37	NONMANUFACTURING -----	1,900	6.69
MANUFACTURING -----	112	6.31	MANUFACTURING -----	1,907	4.40	PUBLIC UTILITIES -----	1,182	6.90
MACHINISTS, MAINTENANCE -----	698	6.88	NONMANUFACTURING -----	1,379	4.31	WHOLESALE TRADE -----	565	6.17
MANUFACTURING -----	646	6.93	PUBLIC UTILITIES -----	346	6.00	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	439	5.02
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	1,429	6.18	WHOLESALE TRADE -----	289	3.54	MANUFACTURING -----	335	4.88
MANUFACTURING -----	405	5.35	RETAIL TRADE -----	712	3.84	NONMANUFACTURING -----	104	5.49
NONMANUFACTURING -----	1,024	6.51	ORDER FILLERS -----	1,679	4.97	TRUCKERS, POWER (FORKLIFT) -----	2,256	5.40
PUBLIC UTILITIES -----	650	6.82	MANUFACTURING -----	365	4.51	MANUFACTURING -----	1,853	5.34
WHOLESALE TRADE -----	68	6.06	NONMANUFACTURING -----	1,314	5.10	NONMANUFACTURING -----	403	5.65
MECHANICS, MAINTENANCE -----	2,012	6.60	WHOLESALE TRADE -----	586	4.36	WHOLESALE TRADE -----	176	4.53
MANUFACTURING -----	1,838	6.58	RETAIL TRADE -----	654	5.88	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	247	6.13
NONMANUFACTURING -----	174	6.83	PACKERS, SHIPPING -----	437	4.34	MANUFACTURING -----	149	6.72
MILLWRIGHTS -----	220	6.75	MANUFACTURING -----	119	4.26	WAREHOUSEMEN -----	1,847	4.42
MANUFACTURING -----	220	6.75	NONMANUFACTURING -----	318	4.37	MANUFACTURING -----	446	4.72
PAINTERS, MAINTENANCE -----	146	5.31	WHOLESALE TRADE -----	278	4.44	NONMANUFACTURING -----	1,401	4.32
MANUFACTURING -----	48	5.1	RECEIVING CLERKS -----	512	4.67	PUBLIC UTILITIES -----	419	4.26
NONMANUFACTURING -----	50	4.13	MANUFACTURING -----	220	4.32	WHOLESALE TRADE -----	667	4.66
PIPEFITTERS, MAINTENANCE -----	421	6.83	NONMANUFACTURING -----	292	4.93	RETAIL TRADE -----	313	3.69
MANUFACTURING -----	393	6.90	WHOLESALE TRADE -----	88	4.46	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	26	5.95	RETAIL TRADE -----	189	5.22	GUARDS AND WATCHMEN -----	193	2.44
PUBLIC UTILITIES -----			SHIPPING CLERKS -----	178	5.19	NONMANUFACTURING -----	177	2.24
SHEET-METAL WORKERS, MAINTENANCE --	131	6.67	MANUFACTURING -----	117	4.87	JANITORS, PORTERS, AND CLEANERS ---	2,803	2.45
MANUFACTURING -----	117	6.79	NONMANUFACTURING -----	71	5.68	MANUFACTURING -----	223	3.92
TOOL AND DIE MAKERS -----	405	6.87	RETAIL TRADE -----	54	5.58	NONMANUFACTURING -----	2,580	2.36
MANUFACTURING -----	395	6.9	SHIPPING AND RECEIVING CLERKS:			RETAIL TRADE -----	151	2.67
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	68	4.91	SERVICES -----	1,695	2.32
GUARDS AND WATCHMEN -----	3,252	2.81	NONMANUFACTURING -----	59	4.01	LABORERS, MATERIAL HANDLING -----	63	3.80
MANUFACTURING -----	472	4.66	TRUCKDRIVERS -----	5,727	5.82	PACKERS, SHIPPING -----	227	3.08
NONMANUFACTURING -----	2,790	2.49	MANUFACTURING -----	1,488	5.18			
RETAIL TRADE -----	133	3.18	NONMANUFACTURING -----	4,239	6.04			
SERVICES -----	2,339	2.41	PUBLIC UTILITIES -----	2,397	6.87			
			WHOLESALE TRADE -----	1,214	5.19			
			RETAIL TRADE -----	565	4.65			

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Baltimore, Md., August 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	52	\$ 6.00	TOOL AND DIE MAKERS -----	350	\$ 6.96	TRUCKDRIVERS -----	1,500	\$ 6.00
MANUFACTURING -----	54	6.20	MANUFACTURING -----	170	6.99	MANUFACTURING -----	506	5.44
CARPENTERS, MAINTENANCE -----	223	6.10				NONMANUFACTURING -----	514	6.14
MANUFACTURING -----	138	6.35	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			OFFTAIL TRADE -----	212	6.66
NONMANUFACTURING -----	65	5.64						
PUBLIC UTILITIES -----	58	5.74				TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	297	6.11
ELECTRICIANS, MAINTENANCE -----	553	6.44	GUARDS AND WATCHMEN -----	1,156	3.53	MANUFACTURING -----	95	5.57
MANUFACTURING -----	443	6.56	MANUFACTURING -----	331	5.42	TRUCKDRIVERS, MEDIUM (1-1/2 TO 3 TONS) -----	355	5.7
NONMANUFACTURING -----	110	5.17	NONMANUFACTURING: -----			AND INCLUDING 4 TONS) -----	60	4.74
ENGINEERS, STATIONARY -----	228	5.35	RETAIL TRADE -----	87	5.55			
MANUFACTURING -----	182	5.33	FINANCE -----	67	4.46	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	339	6.56
MACHINE-TOOL OPERATORS, TOOLROOM -----	112	5.31	GUARDS: -----			MANUFACTURING -----	126	5.93
MANUFACTURING -----	112	5.31	MANUFACTURING -----	293	5.44			
MACHINISTS, MAINTENANCE -----	561	7.03	JANITORS, PORTERS, AND CLEANERS -----	1,976	5.64	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	155	5.77
MANUFACTURING -----	509	7.11	MANUFACTURING -----	621	4.91			
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	285	6.44	NONMANUFACTURING -----	1,155	2.76	TRUCKERS, POWER (FORKLIFT) -----	1,508	5.85
MANUFACTURING -----	174	6.48	RETAIL TRADE -----	268	3.57	MANUFACTURING -----	1,267	5.77
NONMANUFACTURING -----	111	6.44	FINANCE -----	71	2.77	NONMANUFACTURING -----	241	6.41
PUBLIC UTILITIES -----	90	6.34	LABORERS, MATERIAL HANDLING -----	1,606	5.00			
MECHANICS, MAINTENANCE -----	1,560	7.00	MANUFACTURING -----	958	5.27	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	192	6.69
MILLWRIGHTS -----	179	6.93	MANUFACTURING -----	698	4.64	MANUFACTURING -----	133	6.90
MANUFACTURING -----	170	6.98	NONMANUFACTURING -----	168	5.39			
PAINTERS, MAINTENANCE -----	111	5.74	RETAIL TRADE -----	506	4.43	WAREHOUSEMEN -----	489	4.81
MANUFACTURING -----	83	6.13	ORDER FILLERS -----	821	5.64	MANUFACTURING -----	323	4.99
PIPEFITTERS, MAINTENANCE -----	421	6.83	NONMANUFACTURING -----	671	5.80	NONMANUFACTURING -----	166	4.45
MANUFACTURING -----	393	6.90	RETAIL TRADE -----	652	5.89	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
NONMANUFACTURING: -----			PACKERS, SHIPPING -----	118	4.39			
PUBLIC UTILITIES -----	28	5.93	MANUFACTURING -----	61	4.85	JANITORS, PORTERS, AND CLEANERS -----	537	2.46
SHEET-METAL WORKERS, MAINTENANCE -----	131	6.67	RECEIVING CLERKS -----	176	5.58	MANUFACTURING -----	117	4.55
MANUFACTURING -----	107	6.79	MANUFACTURING -----	59	5.02	NONMANUFACTURING: -----		
			NONMANUFACTURING -----	117	5.87	RETAIL TRADE -----	60	2.84
			RETAIL TRADE -----	108	5.99	FINANCE -----	64	3.01
			SHIPPING CLERKS -----	79	5.63			

See footnotes at end of tables.

Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Baltimore, Md., for selected periods

Industry and occupational group	August 1972 to August 1973	August 1973 to August 1974	August 1974 to August 1975
All industries:			
Office clerical (men and women)	5.9	8.9	9.4
Electronic data processing (men and women)	*	9.9	8.5
Industrial nurses (men and women)	6.7	10.9	10.5
Skilled maintenance trades (men)	6.9	9.9	11.3
Unskilled plant workers (men)	5.2	9.1	11.6
Manufacturing:			
Office clerical (men and women)	5.3	9.7	11.3
Electronic data processing (men and women)	*	9.9	10.5
Industrial nurses (men and women)	6.9	10.6	10.2
Skilled maintenance trades (men)	5.6	10.5	12.5
Unskilled plant workers (men)	6.1	9.9	14.6
Nonmanufacturing:			
Office clerical (men and women)	6.3	8.6	8.4
Electronic data processing (men and women)	*	10.1	7.7
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	4.3	8.5	9.0

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Baltimore, Md., August 1975

Minimum weekly straight-time salary	Inexperienced typists						Other inexperienced clerical workers ⁵						
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing			
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—					
		All schedules	40	All schedules	40	37 1/2		All schedules	40	All schedules	40	37 1/2	35
ESTABLISHMENTS STUDIED -----	263	88	xxx	175	xxx	xxx	263	88	xxx	175	xxx	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	89	38	32	51	21	17	121	47	37	74	37	19	8
UNDER \$72.50 -----	-	-	-	-	-	-	1	1	-	-	-	-	-
\$72.50 AND UNDER \$75.00 -----	1	-	-	1	-	-	3	-	-	3	-	-	3
\$75.00 AND UNDER \$77.50 -----	-	-	-	-	-	-	1	-	-	1	-	-	1
\$77.50 AND UNDER \$80.00 -----	-	-	-	-	-	-	2	-	-	2	-	1	-
\$80.00 AND UNDER \$82.50 -----	2	-	-	2	1	-	3	-	-	3	1	-	2
\$82.50 AND UNDER \$85.00 -----	6	1	1	5	2	3	9	2	2	7	4	3	-
\$85.00 AND UNDER \$87.50 -----	2	1	1	1	-	-	2	1	1	1	-	1	-
\$87.50 AND UNDER \$90.00 -----	1	-	-	1	1	-	4	1	1	3	2	-	-
\$90.00 AND UNDER \$92.50 -----	7	1	-	6	2	2	15	4	3	11	5	2	1
\$92.50 AND UNDER \$95.00 -----	3	-	-	3	1	1	7	1	-	6	3	2	-
\$95.00 AND UNDER \$97.50 -----	2	-	-	2	1	1	2	-	-	2	1	1	-
\$97.50 AND UNDER \$100.00 -----	-	-	-	-	-	-	2	-	-	2	1	1	-
\$100.00 AND UNDER \$105.00 -----	14	1	1	13	4	6	16	4	3	12	5	4	1
\$105.00 AND UNDER \$110.00 -----	4	2	2	2	-	1	7	4	3	3	3	-	-
\$110.00 AND UNDER \$115.00 -----	8	4	3	4	1	1	10	5	5	5	4	-	-
\$115.00 AND UNDER \$120.00 -----	7	4	3	3	3	-	6	5	4	1	1	-	-
\$120.00 AND UNDER \$125.00 -----	4	3	3	1	1	-	3	-	-	3	2	1	-
\$125.00 AND UNDER \$130.00 -----	6	3	2	3	-	2	5	2	2	3	-	2	-
\$130.00 AND UNDER \$135.00 -----	3	2	2	1	1	-	2	1	1	1	1	-	-
\$135.00 AND UNDER \$140.00 -----	1	1	1	-	-	-	2	2	-	-	-	-	-
\$140.00 AND UNDER \$145.00 -----	1	1	1	-	-	-	-	-	-	-	-	-	-
\$145.00 AND UNDER \$150.00 -----	2	2	1	-	-	-	5	3	2	2	1	1	-
\$150.00 AND UNDER \$155.00 -----	1	1	1	-	-	-	2	2	1	-	-	-	-
\$155.00 AND UNDER \$160.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$160.00 AND UNDER \$165.00 -----	3	3	3	-	-	-	2	2	2	-	-	-	-
\$165.00 AND UNDER \$170.00 -----	3	2	1	1	1	-	1	-	-	1	1	-	-
\$170.00 AND UNDER \$175.00 -----	2	2	2	-	-	-	1	1	1	-	-	-	-
\$175.00 AND UNDER \$180.00 -----	1	-	-	1	1	-	1	-	-	1	1	-	-
\$180.00 AND UNDER \$185.00 -----	2	2	2	-	-	-	2	2	2	-	-	-	-
\$185.00 AND UNDER \$190.00 -----	1	1	1	-	-	-	2	2	2	-	-	-	-
\$190.00 AND UNDER \$195.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$195.00 AND UNDER \$200.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$200.00 AND UNDER \$205.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$205.00 AND UNDER \$210.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$210.00 AND UNDER \$215.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$215.00 AND UNDER \$220.00 -----	-	-	-	-	-	-	1	1	1	-	-	-	-
\$220.00 AND UNDER \$225.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$225.00 AND UNDER \$230.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$230.00 AND UNDER \$235.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-
\$235.00 AND OVER -----	2	1	1	1	1	-	2	1	1	1	1	-	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	46	11	xxx	35	xxx	xxx	66	18	xxx	48	xxx	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	128	39	xxx	89	xxx	xxx	76	23	xxx	53	xxx	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Baltimore, Md., August 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	83.7	79.6	18.1	8.5
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	1.7	1.7	.5	.3
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	82.0	77.9	17.5	8.2
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	45.1	41.0	9.2	5.4
UNIFORM PERCENTAGE DIFFERENTIAL -----	33.7	33.0	7.5	2.7
OTHER DIFFERENTIAL -----	3.3	3.9	.8	.1
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	13.3	18.7	12.9	19.4
UNIFORM PERCENTAGE DIFFERENTIAL -----	7.7	9.1	7.2	8.9
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
5 CENTS -----	.9	-	.1	-
8 CENTS -----	1.7	-	.3	-
10 CENTS -----	21.2	4.2	4.7	.1
12 AND UNDER 13 CENTS -----	2.7	2.1	.8	-
13 AND UNDER 14 CENTS -----	.5	-	.1	-
14 CENTS -----	2.8	-	.8	-
15 AND UNDER 16 CENTS -----	7.4	16.3	1.0	2.8
16 CENTS -----	1.0	1.0	.2	.1
17 AND UNDER 18 CENTS -----	-	1.4	-	.2
18 CENTS -----	-	2.1	-	.5
20 CENTS -----	3.7	4.1	.7	.4
25 CENTS -----	1.9	3.5	.3	.4
27 AND UNDER 28 CENTS -----	-	.5	-	(8)
30 CENTS -----	.8	4.3	.2	.8
32 AND UNDER 33 CENTS -----	-	.8	-	(8)
35 CENTS -----	-	.5	-	(8)
50 CENTS -----	.2	-	(8)	-
99 AND UNDER 00 CENTS -----	-	.2	-	(8)
UNIFORM PERCENTAGE:				
3 PERCENT -----	2.2	1.0	.8	.2
5 PERCENT -----	8.0	1.3	2.3	.1
6 PERCENT -----	.5	-	.1	-
7 PERCENT -----	5.7	5.7	1.2	.2
8 PERCENT -----	1.1	-	.2	-
9 PERCENT -----	-	1.1	-	-
10 PERCENT -----	16.1	24.0	3.0	2.1
OTHER DIFFERENTIAL -----	3.3	3.9	.8	.1

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Baltimore, Md., August 1975

Item	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS															
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	* 100
22 HOURS-5 DAYS -----	1	-	3	-	-	-	5	-	-	-	-	-	-	-	-
25 HOURS-5 DAYS -----	(9)	-	1	-	-	-	4	-	-	-	-	-	-	-	-
26 HOURS-5 DAYS -----	(9)	-	1	-	-	1	-	-	-	-	-	-	-	-	-
30 HOURS-5 DAYS -----	(9)	(9)	-	-	-	-	-	(9)	2	-	-	-	-	-	-
32 HOURS-5 DAYS -----	-	-	-	-	-	-	-	(9)	-	(9)	-	-	(9)	-	-
32 1/2 HOURS-5 DAYS -----	1	-	2	-	-	4	-	-	-	-	-	-	-	-	-
33 3/4 HOURS-5 DAYS -----	-	-	-	-	-	-	-	1	-	2	-	-	-	4	-
34 HOURS-5 1/2 DAYS -----	(9)	-	(9)	-	-	-	1	-	-	-	-	-	-	-	-
35 HOURS-5 DAYS -----	6	2	10	-	-	18	2	10	4	12	4	4	17	4	54
36 1/4 HOURS-5 DAYS -----	-	-	-	-	-	-	-	2	-	2	-	-	-	6	(9)
36 1/3 HOURS-5 DAYS -----	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
36 1/2 HOURS-5 DAYS -----	-	-	-	-	-	-	-	2	-	2	-	-	-	5	-
36 2/3 HOURS-5 DAYS -----	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
37 HOURS-5 DAYS -----	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-
37 1/2 HOURS-5 DAYS -----	6	5	6	-	2	12	(9)	22	15	25	39	15	25	25	6
38 HOURS-5 DAYS -----	1	1	2	-	-	4	-	1	3	-	-	-	-	-	-
38 1/2 HOURS-5 DAYS -----	-	-	-	-	-	-	-	(9)	-	(9)	-	-	1	-	-
38 3/4 HOURS-5 DAYS -----	-	-	-	-	-	-	-	7	6	7	-	9	-	16	-
38 9/10 HOURS-5 DAYS -----	1	1	-	-	-	-	-	1	-	1	-	6	-	1	-
40 HOURS -----	78	87	68	95	85	54	78	54	70	48	57	64	57	37	39
4 DAYS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-
4 1/2 DAYS -----	1	1	-	-	-	-	-	(9)	1	-	-	-	-	-	-
5 DAYS -----	76	85	67	96	85	51	78	53	70	47	57	64	55	37	39
5 1/2 DAYS -----	1	-	1	-	-	3	-	(9)	-	(9)	-	-	1	-	-
40 1/2 HOURS-5 DAYS -----	(9)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
42 HOURS -----	(9)	(9)	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
5 DAYS -----	(9)	-	(9)	2	-	1	-	(9)	(9)	-	-	-	-	-	-
5 1/2 DAYS -----	(9)	-	1	-	-	1	-	-	-	-	-	-	-	-	-
42 1/2 HOURS-5 DAYS -----	1	-	1	-	5	1	-	-	-	-	-	-	-	-	-
44 HOURS-5 1/2 DAYS -----	(9)	-	1	-	6	-	-	-	-	-	-	-	-	-	-
45 HOURS-5 DAYS -----	2	1	3	-	3	5	-	(9)	-	(9)	-	(9)	-	-	-
47 HOURS-5 DAYS -----	(9)	-	(9)	2	-	-	-	-	-	-	-	-	-	-	-
48 HOURS-6 DAYS -----	1	1	2	-	-	-	10	-	-	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS															
ALL WEEKLY WORK SCHEDULES -----	39.3	39.8	38.9	40.2	40.4	38.6	39.1	38.6	39.1	38.4	38.8	39.2	38.5	38.3	37.1

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Baltimore, Md., August 1975

Item	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
PERCENT OF WORKERS															
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	3	(9)	6	-	-	4	19	(9)	-	1	-	-	3	-	1
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	97	99	94	100	100	96	81	99	100	99	100	100	97	100	99
AVERAGE NUMBER OF PAID HOLIDAYS															
FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.6	9.4	7.8	10.1	8.2	7.0	7.0	9.3	9.6	9.2	9.7	8.7	7.8	9.8	8.8
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰															
1 HOLIDAY -----	1	-	2	-	-	2	6	-	-	-	-	-	-	-	-
2 HOLIDAYS -----	1	-	1	-	-	3	-	-	-	-	-	-	-	-	-
3 HOLIDAYS -----	1	-	2	-	-	3	-	(9)	-	(9)	-	-	1	-	1
4 HOLIDAYS -----	-	-	-	-	-	-	-	(9)	-	(9)	-	-	1	-	-
5 HOLIDAYS -----	-	-	-	-	-	-	-	(9)	-	(9)	-	-	-	-	(9)
6 HOLIDAYS -----	11	1	22	-	23	29	22	8	2	10	8	11	29	7	5
PLUS 1 OR MORE HALF DAYS -----	1	2	(9)	-	3	-	-	1	1	1	-	5	-	-	-
7 HOLIDAYS -----	10	7	13	1	10	17	14	3	1	4	(9)	10	16	(9)	2
PLUS 1 OR MORE HALF DAYS -----	1	1	1	2	3	-	2	2	3	2	1	9	-	1	1
8 HOLIDAYS -----	15	13	18	-	12	25	20	10	13	9	1	7	15	4	30
PLUS 1 OR MORE HALF DAYS -----	3	6	(9)	1	-	(9)	-	2	3	1	2	-	(9)	1	4
9 HOLIDAYS -----	23	33	11	22	25	4	13	16	25	12	19	11	9	8	18
PLUS 1 OR MORE HALF DAYS -----	1	1	1	-	5	2	-	3	1	4	-	14	1	7	-
10 HOLIDAYS -----	19	22	17	43	15	10	4	40	39	41	39	29	25	51	37
PLUS 1 HALF DAY -----	2	-	4	25	-	-	-	5	1	7	27	-	-	2	-
11 HOLIDAYS -----	1	2	(9)	-	2	-	-	6	3	7	3	2	-	15	-
PLUS 1 HALF DAY -----	(9)	1	-	-	-	-	-	(9)	1	-	-	-	-	-	-
12 HOLIDAYS -----	1	1	-	-	-	-	-	1	-	1	-	-	-	2	-
13 HOLIDAYS -----	3	5	(9)	-	2	-	-	2	6	(9)	-	2	-	-	-
PLUS 1 HALF DAY -----	-	-	-	-	-	-	-	(9)	-	1	-	-	-	2	-
14 HOLIDAYS -----	3	5	1	7	-	-	-	(9)	(9)	(9)	1	-	-	-	-
15 HOLIDAYS -----	-	-	-	-	-	-	-	(9)	2	-	-	-	-	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹															
1 DAY OR MORE -----	97	99	94	100	100	96	81	99	100	99	100	100	97	100	99
3 DAYS OR MORE -----	96	99	91	100	100	91	75	99	100	99	100	100	97	100	99
6 DAYS OR MORE -----	95	99	89	100	100	87	75	99	100	99	100	100	96	100	98
6 1/2 DAYS OR MORE -----	84	99	67	100	77	58	53	91	98	89	92	89	67	93	93
7 DAYS OR MORE -----	83	97	67	100	77	58	53	91	98	89	92	89	67	93	93
7 1/2 DAYS OR MORE -----	73	90	54	99	67	41	39	88	97	85	92	76	50	93	91
8 DAYS OR MORE -----	72	89	54	99	62	41	39	86	95	83	92	65	50	92	91
8 1/2 DAYS OR MORE -----	57	76	36	97	50	16	19	76	81	74	91	58	35	88	61
9 DAYS OR MORE -----	54	72	35	97	50	16	17	75	79	73	91	58	35	86	57
9 1/2 DAYS OR MORE -----	31	37	24	76	25	11	4	59	54	61	72	47	26	78	37
10 DAYS OR MORE -----	30	36	23	74	25	10	4	58	52	60	70	47	25	77	37
10 1/2 DAYS OR MORE -----	10	14	6	32	4	-	-	15	14	15	30	4	-	20	-
11 DAYS OR MORE -----	8	14	2	7	4	-	-	10	12	9	4	4	-	18	-
12 DAYS OR MORE -----	7	12	1	7	2	-	-	4	4	2	1	2	-	4	-
13 DAYS OR MORE -----	6	10	1	7	2	-	-	3	4	1	1	2	-	2	-
14 DAYS OR MORE -----	3	5	1	7	-	-	-	1	2	(9)	1	-	-	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Baltimore, Md., August 1975

Item ¹⁰	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
<u>Percent of workers</u>															
All full-time workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
New Year's Day.....	95	99	90	100	100	89	75	99	100	99	100	100	96	100	99
Washington's Birthday.....	23	22	25	93	15	3	23	53	44	57	90	29	1	71	40
Good Friday.....	46	70	19	50	23	4	24	61	72	57	50	37	8	79	71
Good Friday, half day.....	1	1	2	1	10	-	2	3	1	3	2	21	-	1	3
Easter Monday.....	12	11	14	-	20	22	(⁹)	3	8	2	-	8	5	-	(⁹)
Memorial Day.....	95	99	89	100	100	87	75	99	99	99	100	100	96	100	98
Fourth of July.....	95	99	90	100	100	89	73	99	100	99	100	100	97	100	99
Labor Day.....	95	99	90	100	100	89	75	99	100	99	100	100	97	100	98
Columbus Day.....	5	6	4	7	2	-	3	17	3	22	4	(⁹)	-	51	-
Veterans Day.....	13	8	18	79	11	-	10	32	7	42	87	13	-	51	7
Thanksgiving Day.....	94	98	90	100	100	89	75	99	99	99	100	100	96	100	98
Day after Thanksgiving.....	39	65	11	47	19	-	5	43	70	33	41	36	(⁹)	33	48
Christmas Eve.....	35	61	6	10	18	1	10	23	63	9	2	23	(⁹)	10	13
Christmas Eve, half day.....	7	8	7	27	8	2	2	12	6	14	29	19	1	12	5
Christmas Day.....	97	99	93	100	100	94	81	99	99	99	100	100	96	100	99
Christmas-New Year's holiday period ¹²	4	7	-	-	-	-	-	1	4	-	-	-	-	-	-
Extra day during Christmas week.....	1	1	(⁹)	-	4	-	(⁹)	4	1	5	-	7	-	2	28
New Year's Eve.....	10	17	2	6	3	-	4	5	15	2	1	3	-	-	9
New Year's Eve, half day.....	2	3	1	5	2	(⁹)	-	4	5	3	2	7	(⁹)	5	(⁹)
Floating holiday, 1 day ¹³	8	6	10	28	6	7	5	16	13	17	37	7	1	5	43
Floating holiday, 2 days ¹³	5	4	6	-	14	7	5	6	6	6	-	-	1	13	4
Floating holiday, 3 days ¹³	1	-	3	-	12	3	-	3	-	4	-	15	8	2	(⁹)
Floating holiday, 4 days ¹³	2	1	3	-	-	5	-	4	-	6	-	-	25	6	-
Employee's birthday.....	15	8	22	45	7	22	14	11	9	11	31	7	15	3	2
Employee's anniversary.....	3	2	3	-	1	5	-	3	6	1	-	4	6	-	-
Personal holiday.....	5	1	10	-	3	18	-	2	1	3	1	9	13	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Baltimore, Md., August 1975

Item	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
PERCENT OF WORKERS															
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	1	(9)	3	-	-	(9)	16	(9)	-	(9)	-	-	1	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	99	97	100	100	99	84	99	100	99	100	100	99	100	100
LENGTH-OF-TIME PAYMENT -----	96	97	95	100	94	96	84	99	97	97	100	99	99	100	100
PERCENTAGE PAYMENT -----	3	3	2	-	6	3	-	1	4	(9)	-	(9)	(9)	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴															
6 MONTHS OF SERVICE:															
UNDER 1 WEEK -----	13	10	15	2	10	25	3	3	4	3	(9)	5	22	10	2
1 WEEK -----	20	24	16	53	16	8	6	57	67	55	63	35	18	70	51
OVER 1 AND UNDER 2 WEEKS -----	3	1	4	3	6	5	2	6	5	7	1	3	25	4	4
2 WEEKS -----	1	-	2	4	-	-	-	3	-	4	-	-	(9)	10	(9)
1 YEAR OF SERVICE:															
UNDER 1 WEEK -----	1	-	2	-	6	1	6	(9)	-	(9)	-	(9)	-	-	-
1 WEEK -----	58	63	54	31	50	63	52	10	14	10	32	35	33	3	12
OVER 1 AND UNDER 2 WEEKS -----	8	7	9	12	-	12	-	2	-	3	5	-	15	-	-
2 WEEKS -----	26	21	31	50	44	24	19	74	74	73	62	64	51	94	59
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	3	-	-	2	1	-	2	1	-	-	2	4
3 WEEKS -----	5	8	1	-	-	-	4	2	4	1	-	-	-	-	9
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	-	-	(9)	1	-	2	-	-	-	-	15
4 WEEKS -----	(9)	1	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-
2 YEARS OF SERVICE:															
UNDER 1 WEEK -----	(9)	-	(9)	-	-	1	-	-	-	-	-	-	-	-	-
1 WEEK -----	35	40	29	5	32	32	40	4	4	2	1	11	4	(9)	2
OVER 1 AND UNDER 2 WEEKS -----	5	10	(9)	2	-	-	-	(9)	(9)	-	-	-	-	-	-
2 WEEKS -----	51	39	64	76	68	67	37	89	97	92	94	89	95	97	69
OVER 2 AND UNDER 3 WEEKS -----	1	-	3	13	-	-	2	2	-	3	6	-	-	2	4
3 WEEKS -----	5	10	1	-	-	-	4	4	11	1	-	-	-	-	9
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	-	-	(9)	1	-	2	-	-	-	-	15
4 WEEKS -----	(9)	1	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-
3 YEARS OF SERVICE:															
1 WEEK -----	7	5	10	-	6	6	33	1	1	1	1	(9)	2	-	2
OVER 1 AND UNDER 2 WEEKS -----	1	1	(9)	-	3	-	-	(9)	(9)	-	-	-	-	-	-
2 WEEKS -----	76	71	83	81	90	94	45	90	83	93	94	97	97	98	70
OVER 2 AND UNDER 3 WEEKS -----	7	11	3	15	2	-	2	3	2	3	6	2	-	2	4
3 WEEKS -----	6	11	1	-	-	-	4	4	13	1	-	-	-	-	9
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	-	-	(9)	1	-	2	-	-	-	-	15
4 WEEKS -----	(9)	1	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-
4 YEARS OF SERVICE:															
1 WEEK -----	7	5	9	-	6	6	28	1	1	1	1	(9)	2	-	2
OVER 1 AND UNDER 2 WEEKS -----	1	1	(9)	-	3	-	-	(9)	(9)	-	-	-	-	-	-
2 WEEKS -----	77	71	83	81	90	94	49	89	83	92	93	97	97	94	70
OVER 2 AND UNDER 3 WEEKS -----	7	11	3	15	2	-	2	3	2	3	6	2	-	2	4
3 WEEKS -----	5	9	1	-	-	-	4	4	4	3	(9)	-	-	3	9
4 WEEKS -----	2	3	(9)	-	-	-	(9)	3	4	2	-	-	-	-	15
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Baltimore, Md., August 1975—Continued

Item	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
AMOUNT OF PAID VACATION AFTER ¹ . CONTINUED															
5 YEARS OF SERVICE:															
1 WEEK -----	3	-	6	-	6	5	16	1	1	(9)	1	(9)	1	-	1
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	3	-	-	-	-	-	-	-	-	-	-
2 WEEKS -----	71	67	75	75	76	79	55	68	71	67	91	65	92	58	30
OVER 2 AND UNDER 3 WEEKS -----	7	11	3	15	(9)	-	2	3	7	4	6	3	-	4	4
3 WEEKS -----	16	19	13	6	16	16	11	25	21	26	2	32	6	38	49
4 WEEKS -----	2	3	-	-	-	-	-	1	5	-	-	-	-	-	-
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	(9)	-	-	-	(9)	1	-	2	-	-	-	-	15
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-
10 YEARS OF SERVICE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	1	-	(9)	-	(9)	-	(9)	(9)	-	-
2 WEEKS -----	19	14	25	2	31	25	33	9	8	9	1	23	25	4	9
OVER 2 AND UNDER 3 WEEKS -----	2	2	1	-	-	1	2	1	(9)	1	-	-	3	-	4
3 WEEKS -----	61	64	59	77	51	66	30	76	74	76	91	56	70	87	42
OVER 3 AND UNDER 4 WEEKS -----	7	11	3	15	2	-	-	3	5	4	6	2	-	5	-
4 WEEKS -----	7	8	6	1	10	7	6	7	12	4	2	18	-	5	1
5 WEEKS -----	(9)	-	(9)	-	-	-	(9)	3	-	4	-	-	-	-	28
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	(9)	-	-	-	(9)	1	-	2	-	-	-	-	15
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-
12 YEARS OF SERVICE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	1	-	(9)	-	(9)	-	(9)	(9)	-	-
2 WEEKS -----	17	13	22	-	14	25	29	8	7	8	1	11	25	4	9
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	4	1	2	1	-	1	-	2	3	-	4
3 WEEKS -----	64	67	61	80	63	66	34	74	74	75	91	65	70	80	42
OVER 3 AND UNDER 4 WEEKS -----	7	11	3	15	2	-	-	6	4	6	6	2	-	12	-
4 WEEKS -----	7	8	6	1	11	7	6	7	14	4	2	19	-	5	1
5 WEEKS -----	(9)	-	(9)	-	-	-	(9)	3	-	4	-	-	-	-	28
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	(9)	-	-	-	(9)	1	-	2	-	-	-	-	15
6 WEEKS -----	(9)	-	1	4	-	-	-	-	-	-	-	-	-	-	-
15 YEARS OF SERVICE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	-	-	(9)	-	(9)	-	(9)	-	-	-
2 WEEKS -----	11	6	17	-	5	21	20	4	4	4	(9)	2	18	2	6
3 WEEKS -----	51	57	44	63	74	36	34	62	54	65	90	67	58	64	31
OVER 3 AND UNDER 4 WEEKS -----	4	7	(9)	-	-	-	2	3	5	3	-	-	-	6	4
4 WEEKS -----	30	30	30	18	15	42	16	25	39	21	4	30	22	28	14
OVER 4 AND UNDER 5 WEEKS -----	1	-	3	15	-	-	-	1	-	1	5	-	-	-	-
5 WEEKS -----	1	1	-	-	-	-	-	(9)	1	-	-	-	-	-	-
6 WEEKS -----	(9)	-	1	4	-	-	(9)	4	-	6	-	-	-	-	43
20 YEARS OF SERVICE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	-	-	(9)	-	(9)	-	(9)	-	-	-
2 WEEKS -----	10	6	15	-	5	18	20	3	4	3	(9)	2	11	2	6
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	(9)	-	-	1	-	(9)	-	(9)	-	-	(9)	-	-
3 WEEKS -----	27	35	18	3	24	19	27	12	14	13	8	38	25	5	9
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	46	43	59	66	48	57	17	71	72	71	86	40	62	84	37
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	-	-	-	2	1	-	2	-	-	-	2	4
5 WEEKS -----	10	12	8	12	17	5	6	7	13	5	(9)	19	-	6	(9)
OVER 5 AND UNDER 6 WEEKS -----	1	-	2	12	-	-	-	1	-	1	5	-	-	-	-
6 WEEKS -----	1	1	1	7	-	-	(9)	2	1	2	-	-	-	-	15
7 WEEKS -----	(9)	-	(9)	-	-	-	(9)	3	-	4	-	-	-	-	25

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Baltimore, Md., August 1975—Continued

Item	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED															
25 YEARS OF SERVICE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	-	-	(9)	-	(9)	-	(9)	-	-	-
2 WEEKS -----	10	6	15	-	5	18	20	3	4	3	(9)	2	11	2	6
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	(9)	-	-	1	-	(9)	-	(9)	-	-	(9)	-	-
3 WEEKS -----	16	15	17	1	23	19	27	10	8	11	8	38	25	1	9
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	34	40	26	12	37	33	17	48	48	48	9	36	24	84	37
OVER 4 AND UNDER 5 WEEKS -----	3	5	(9)	-	-	-	2	3	2	3	-	-	-	6	4
5 WEEKS -----	30	29	30	64	29	29	6	30	36	27	77	23	39	7	(9)
OVER 5 AND UNDER 6 WEEKS -----	2	2	2	12	-	-	-	1	-	1	5	-	-	-	-
6 WEEKS -----	1	(9)	2	11	1	-	(9)	2	2	2	(9)	1	-	-	15
7 WEEKS -----	1	1	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
9 WEEKS -----	(9)	-	(9)	-	-	-	(9)	3	-	4	-	-	-	-	28
30 YEARS OF SERVICE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	-	-	(9)	-	(9)	-	(9)	-	-	-
2 WEEKS -----	10	6	15	-	5	18	20	3	4	3	(9)	2	11	2	6
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	(9)	-	-	1	-	(9)	-	(9)	-	-	(9)	-	-
3 WEEKS -----	16	15	17	1	23	19	27	10	6	11	8	38	25	1	9
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	28	37	19	12	37	18	17	45	43	46	9	36	9	84	37
OVER 4 AND UNDER 5 WEEKS -----	1	1	(9)	-	-	-	2	2	-	3	-	-	-	5	4
5 WEEKS -----	36	35	38	64	29	44	6	32	43	28	77	23	53	4	(9)
OVER 5 AND UNDER 6 WEEKS -----	3	3	2	12	-	-	-	1	-	1	5	-	-	-	-
6 WEEKS -----	2	2	2	11	1	-	(9)	4	4	4	(9)	1	-	5	15
7 WEEKS -----	1	1	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-
9 WEEKS -----	(9)	-	(9)	-	-	-	(9)	3	-	4	-	-	-	-	28
MAXIMUM VACATION AVAILABLE:															
1 WEEK -----	1	-	2	-	-	(9)	12	(9)	(9)	(9)	1	-	(9)	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	6	-	-	(9)	-	(9)	-	(9)	-	-	-
2 WEEKS -----	10	6	15	-	5	18	20	3	4	3	(9)	2	11	2	6
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	(9)	-	-	1	-	(9)	-	(9)	-	-	(9)	-	-
3 WEEKS -----	16	15	17	1	23	19	27	10	6	11	8	38	25	1	9
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	28	37	19	12	37	18	17	45	43	45	9	36	9	82	37
OVER 4 AND UNDER 5 WEEKS -----	1	1	(9)	-	-	-	2	1	-	2	-	-	-	2	4
5 WEEKS -----	35	34	35	64	29	39	6	29	39	26	77	23	28	6	(9)
OVER 5 AND UNDER 6 WEEKS -----	3	3	2	12	-	-	-	1	-	1	5	-	-	-	-
6 WEEKS -----	4	3	5	11	1	5	(9)	7	7	7	(9)	1	25	5	15
7 WEEKS -----	1	1	-	-	-	-	-	1	(9)	1	-	-	-	2	-
9 WEEKS -----	(9)	-	(9)	-	-	-	(9)	3	-	4	-	-	-	-	28

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Baltimore, Md., August 1975

Item	Plant workers							Office workers							
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Wholesale trade	Retail trade	Finance	Services
PERCENT OF WORKERS															
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	97	99	94	100	100	99	68	99	99	99	100	100	99	100	97
LIFE INSURANCE -----	93	99	87	100	93	96	57	98	99	97	100	89	97	98	96
NONCONTRIBUTORY PLANS -----	79	87	70	100	79	69	47	78	85	76	99	78	74	64	74
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	58	56	60	75	80	59	45	65	61	67	73	65	73	69	45
NONCONTRIBUTORY PLANS -----	46	49	42	75	68	29	38	45	51	43	72	55	26	35	27
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	90	97	82	80	92	92	44	89	98	86	100	95	90	78	74
SICKNESS AND ACCIDENT INSURANCE -----	71	85	57	58	63	68	28	42	61	35	41	31	58	30	19
NONCONTRIBUTORY PLANS -----	63	78	46	58	57	48	24	33	52	26	41	26	21	27	5
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	24	15	35	52	43	32	16	67	73	64	99	81	22	57	62
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	13	11	15	3	13	23	4	9	10	9	1	1	36	7	6
LONG-TERM DISABILITY INSURANCE -----	29	33	25	70	39	12	13	57	46	62	75	60	10	75	56
NONCONTRIBUTORY PLANS -----	25	30	20	67	23	9	8	42	35	43	73	44	7	39	46
HOSPITALIZATION INSURANCE -----	94	99	88	100	100	92	62	98	99	98	100	100	97	100	67
NONCONTRIBUTORY PLANS -----	74	89	58	100	56	48	42	70	88	63	99	63	34	62	36
SURGICAL INSURANCE -----	94	99	88	100	100	92	62	96	99	95	92	100	97	97	87
NONCONTRIBUTORY PLANS -----	74	89	58	100	66	48	44	67	86	60	92	63	34	58	37
MEDICAL INSURANCE -----	91	98	95	100	97	87	62	94	97	93	92	91	89	97	87
NONCONTRIBUTORY PLANS -----	74	88	59	100	66	48	44	67	87	60	92	63	34	58	37
MAJOR MEDICAL INSURANCE -----	78	80	77	98	94	78	48	95	92	95	100	90	85	100	94
NONCONTRIBUTORY PLANS -----	60	71	48	97	59	36	32	66	61	60	99	53	23	62	33
DENTAL INSURANCE -----	32	40	23	36	25	27	1	17	35	11	5	34	4	12	2
NONCONTRIBUTORY PLANS -----	29	39	18	36	22	17	1	14	35	7	5	22	2	7	2
RETIREMENT PENSION -----	79	91	66	81	87	70	33	87	91	80	71	87	79	95	91
NONCONTRIBUTORY PLANS -----	70	81	57	81	75	58	22	76	81	75	76	75	40	93	66

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented where the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a sub-classification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Baltimore, Md.,¹ August 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	1,347	263	350,427	100	211,194	60,406	200,806
MANUFACTURING -----	50	457	88	152,199	43	104,973	16,421	94,441
NONMANUFACTURING -----	-	490	175	198,224	57	96,221	43,985	106,565
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	101	21	35,497	10	16,390	9,539	26,316
WHOLESALE TRADE -----	50	166	35	20,342	6	10,399	4,815	6,589
RETAIL TRADE -----	50	297	43	74,565	21	50,666	6,158	39,530
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	50	128	33	34,654	10	7,455	17,852	20,572
SERVICES ⁸ -----	50	194	43	33,170	9	15,300	5,620	13,398
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	115	89	192,439	100	110,056	34,869	171,350
MANUFACTURING -----	500	50	40	92,864	48	63,069	10,958	85,410
NONMANUFACTURING -----	-	65	49	99,575	52	46,987	23,911	86,140
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	6	6	24,957	13	9,410	7,407	24,087
WHOLESALE TRADE -----	500	3	3	1,425	1	482	775	1,025
RETAIL TRADE -----	500	32	20	47,257	25	33,637	3,912	36,561
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	500	15	12	17,593	9	-	10,559	16,009
SERVICES ⁸ -----	500	9	7	8,518	5	3,058	1,238	7,058

¹ The Baltimore Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of the city of Baltimore, and the counties of Anne Arundel, Baltimore, Carroll, Harford, and Howard. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. Local-transit operations in Baltimore are governmentally owned and operated and excluded by definition from the scope of the study.

⁶ Abbreviated to "finance" in the A- and B-series tables.

⁷ Estimate relates to real estate establishments only. Workers from the entire industry division are represented in the A-series tables, but from the real estate portion only in "all industry" estimates in the B-series tables.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over two-fifths of the workers within scope of the survey in the Baltimore area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry group	Specific industries
Primary metal industries ----- 22	Blast furnace and basic steel products ----- 16
Electrical equipment and supplies ----- 14	Communication equipment ----- 7
Food and kindred products ----- 9	Miscellaneous electrical equipment and supplies ----- 5
Machinery, except electrical ----- 7	
Apparel and other textile products ----- 7	
Chemicals and allied products ----- 6	
Printing and publishing ----- 6	
Fabricated metal products ----- 5	
Transportation equipment ----- 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Baltimore, Md., August 1975:

	Plant workers	Office workers
All industries -----	63	18
Manufacturing -----	82	23
Nonmanufacturing -----	42	16
Public utilities -----	79	52
Wholesale trade -----	51	*
Retail trade -----	39	29
Finance -----	-	2
Services -----	14	-

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers are covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

* Less than 0.5 percent.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required programs (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior operations so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
Alexandria, La.	Lynchburg, Va.
Alpena, Standish, and Tawas City, Mich.	Macon, Ga.
Ann Arbor, Mich.	Madison, Wis.
Asheville, N.C.	Mansfield, Ohio
Atlantic City, N.J.	Marquette, Escanaba, Sault Ste. Marie, Mich.
Augusta, Ga.-S.C.	McAllen-Pharr-Edinburg and Brownsville-
Bakersfield, Calif.	Harlingen-San Benito, Tex.
Baton Rouge, La.	Medford-Klamath Falls-Grants Pass, Oreg.
Battle Creek, Mich.	Meridian, Miss.
Beaumont-Port Arthur-Orange, Tex.	Middlesex, Monmouth, and Ocean Cos., N.J.
Biloxi-Gulfport and Pascagoula, Miss.	Mobile and Pensacola, Ala.-Fla.
Boise City, Idaho	Montgomery, Ala.
Bremerton, Wash.	Nashville-Davidson, Tenn.
Bridgeport, Norwalk, and Stamford, Conn.	New Bern-Jacksonville, N.C.
Brunswick, Ga.	New London-Norwich, Conn.-R.I.
Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
Cedar Rapids, Iowa	Oxnard-Simi Valley-Ventura, Calif.
Champaign-Urbana-Rantoul, Ill.	Panama City, Fla.
Charleston, S.C.	Parkersburg-Marietta, W. Va.-Ohio
Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennewick-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
Fitchburg-Leominster, Mass.	Savannah, Ga.
Fort Smith, Ark.-Okla.	Selma, Ala.
Fort Wayne, Ind.	Sherman-Denison, Tex.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-	Shreveport, La.
Martinsburg, W. Va.	Sioux Falls, S. Dak.
Gadsden and Anniston, Ala.	Spokane, Wash.
Goldsboro, N.C.	Springfield, Ill.
Grand Island-Hastings, Nebr.	Springfield-Chicopee-Holyoke, Mass.-Conn.
Great Falls, Mont.	Stockton, Calif.
Guam, Territory of	Tacoma, Wash.
Harrisburg-Lebanon, Pa.	Tampa-St. Petersburg, Fla.
Huntington-Ashland, W. Va.-Ky.-Ohio	Topeka, Kans.
Knoxville, Tenn.	Tucson, Ariz.
La Crosse, Wis.	Tulsa, Okla.
Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
Las Vegas, Nev.	Waco and Killeen-Temple, Tex.
Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ^a	Area	Bulletin number and price ^a
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1974	Suppl. Free	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1974	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1974	Suppl. Free	Philadelphia, Pa.-N.J., Nov. 1974	Suppl. Free
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1974 ¹	1850-17, \$1.00	Portland, Maine, Nov. 1974	Suppl. Free
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ¹	
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	Suppl. Free
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1974 ¹	1850-14, 80 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1974 ¹	1850-16, 75 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1974	Suppl. Free
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1974	Suppl. Free	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md. Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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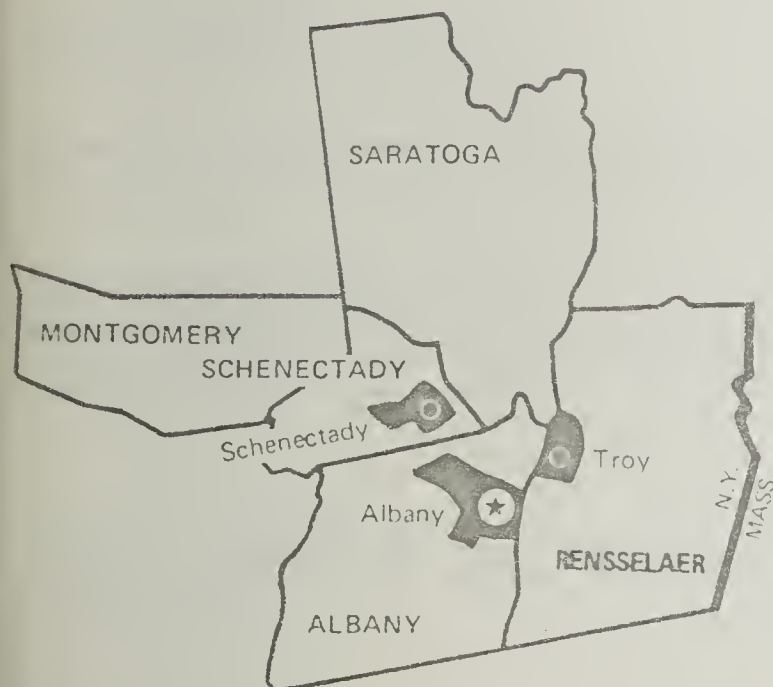


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AREA WAGE SURVEY

Albany—Schenectady—Troy, New York, Metropolitan Area
September 1975

Bulletin 1850-63



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a September 1975 survey of occupational earnings and supplementary wage benefits in the Albany-Schenectady-Troy, New York, Standard Metropolitan Statistical Area (Albany, Montgomery, Rensselaer, Saratoga, and Schenectady Counties, N.Y.). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Albany-Schenectady-Troy survey was conducted by the Bureau's regional office in New York, N.Y., under the general direction of Alvin I. Margulis, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Also available for the city of Schenectady are listings of union wage rates for seven selected building trades. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-63
January 1976



U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
Julius Shiskin, Commissioner

Albany—Schenectady—Troy, New York, Metropolitan Area, September 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Albany-Schenectady-Troy, N.Y., September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	\$ 300 and over			
						85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300				
ALL WORKERS																																	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	34	39.5	\$ 133.50	\$ 112.00	\$ 114.00-160.00	-	-	-	-	2	16	1	-	3	3	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	282	39.0	178.50	167.50	150.00-207.50	-	-	-	-	-	-	2	10	54	26	58	10	15	8	45	6	3	19	4	5	-	-	-	-	-	-		
MANUFACTURING -----	131	39.5	171.00	167.50	144.00-177.00	-	-	-	-	-	-	2	5	21	10	34	5	6	2	1	5	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	151	39.0	183.00	175.00	150.00-207.50	-	-	-	-	-	-	-	5	43	16	24	7	4	6	44	1	3	12	4	2	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	398	38.5	145.00	137.00	118.00-167.00	4	4	5	15	14	50	45	60	22	57	36	24	7	24	-	2	3	17	3	2	-	-	-	-	-	-		
MANUFACTURING -----	111	39.0	143.50	138.00	118.50-150.50	-	-	-	3	9	18	13	13	11	26	8	-	3	4	-	1	1	-	1	2	-	-	-	-	-	-		
NONMANUFACTURING -----	287	38.5	145.50	135.00	124.00-167.00	4	4	5	12	5	32	32	47	11	31	30	24	4	20	-	1	2	1	2	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS B -----	64	38.5	129.00	133.00	114.50-157.50	-	10	-	-	4	11	2	10	4	22	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	42	37.5	118.50	114.00	106.50-135.00	-	10	-	-	4	10	2	8	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	161	38.5	112.50	107.00	94.00-127.50	-	-	19	24	46	18	18	4	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	141	38.0	108.00	105.00	99.00-115.00	-	-	19	28	46	17	17	9	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ORDER -----	129	40.0	150.00	150.00	112.00-185.00	-	16	8	-	-	17	5	14	4	6	4	17	13	-	12	11	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	100	39.5	144.50	135.00	112.00-185.00	-	16	8	-	-	17	5	10	3	5	2	-	11	-	12	11	-	-	-	-	-	-	-	-	-	-		
CLERKS, PAYROLL -----	34	38.0	149.50	149.50	124.00-157.50	-	-	-	-	-	-	9	6	2	9	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	28	38.5	148.50	137.50	120.50-162.00	-	-	-	-	-	-	9	6	2	3	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS A -----	279	40.0	164.50	163.50	140.00-163.50	-	-	-	-	-	2	24	39	22	6	131	7	7	3	11	1	4	-	27	-	-	-	-	-	-	-		
NONMANUFACTURING -----	140	39.5	168.00	163.50	150.50-194.00	-	-	-	-	-	2	21	20	17	4	34	1	4	2	4	-	4	-	27	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	213	39.0	143.00	138.50	117.50-172.00	-	-	-	5	29	21	26	29	25	6	17	14	26	12	2	1	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	44	40.0	148.50	142.00	124.00-174.50	-	-	-	-	2	1	12	1	12	1	4	4	5	-	2	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	169	38.5	141.50	135.00	110.00-172.00	-	-	-	5	27	20	14	28	13	5	13	10	21	12	-	1	-	-	-	-	-	-	-	-	-	-		
MESSENGERS -----	126	38.5	141.50	144.00	114.50-153.00	-	-	-	2	21	12	10	5	42	6	3	11	1	4	7	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	63	38.0	142.50	137.50	113.00-170.00	-	-	-	2	15	12	4	4	12	3	2	1	1	5	7	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	28	38.5	177.50	181.50	158.00-195.50	-	-	-	-	-	-	-	-	6	2	2	-	1	6	7	-	-	-	-	-	-	-	-	-	-	-		
SECRETARIES -----	1,301	39.5	183.50	180.00	173.50-187.50	-	-	-	-	-	-	21	20	48	53	81	340	432	44	102	67	23	17	27	15	3	-	-	-	-	-		
NONMANUFACTURING -----	527	39.0	185.00	180.00	168.00-201.50	-	-	-	-	-	-	18	11	33	37	58	44	139	24	23	43	14	15	21	14	2	-	-	-	-	-		
PUBLIC UTILITIES -----	65	38.0	228.50	236.50	210.50-247.50	-	-	-	-	-	-	-	-	-	-	4	-	9	1	1	17	9	13	17	13	2	-	-	-	-	-		
SECRETARIES, CLASS A -----	110	39.0	201.50	201.50	201.50-201.50	-	-	-	-	-	-	-	-	-	9	1	1	1	7	71	10	3	1	2	-	-	-	-	-	-	-		
NONMANUFACTURING -----	37	38.0	201.00	201.50	195.00-212.50	-	-	-	-	-	-	-	-	-	9	-	-	-	5	8	4	1	-	1	-	-	-	-	-	-	-		
SECRETARIES, CLASS B -----	343	40.0	193.00	187.50	187.50-187.50	-	-	-	-	-	-	-	-	-	-	3	2	282	11	14	7	5	1	15	-	-	-	-	-	-	-		
NONMANUFACTURING -----	77	39.5	205.00	167.50	187.50-207.00	-	-	-	-	-	-	-	-	-	-	-	1	39	4	10	-	1	1	14	-	-	-	-	-	-	-		
SECRETARIES, CLASS C -----	639	40.0	180.50	173.50	173.50-180.00	-	-	-	-	-	-	3	1	4	19	59	332	132	15	9	29	12	4	4	11	-	-	-	-	-	-		
NONMANUFACTURING -----	290	39.5	184.00	180.00	164.50-180.00	-	-	-	-	-	-	3	1	4	18	50	64	89	4	1	23	11	7	6	10	-	-	-	-	-	-		
PUBLIC UTILITIES -----	52	38.0	223.50	218.50	210.50-242.00	-	-	-	-	-	-	-	-	-	-	1	-	3	1	1	17	8	-	6	10	-	-	-	-	-	-		
SECRETARIES, CLASS D -----	209	39.0	168.50	158.50	142.50-154.00	-	-	-	-	-	-	18	19	44	25	18	11	17	11	8	21	3	13	1	-	-	-	-	-	-	-		
MANUFACTURING -----	86	39.5	168.00	160.00	146.50-185.50	-	-	-	-	-	-	3	9	15	15	10	7	6	5	4	10	1	-	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	123	38.5	169.00	154.00	140.00-190.00	-	-	-	-	-	-	15	10	29	10	8	4	11	6	4	11	2	11	-	-	-	-	-	-	-	-		
STENOGRAPHERS, GENERAL -----	280	38.5	155.50	153.00	130.00-170.00	-	-	-	-	5	32	24	64	13	14	51	25	1	4	-	31	14	2	-	-	-	-	-	-	-	-		
MANUFACTURING -----	73	40.0	150.50	150.00	135.50-163.50	-	-	-	-	-	10	2	13	1	11	33	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	207	38.0	157.00	144.00	130.00-181.00	-	-	-	-	5	22	22	51	12	3	18	20	1	4	-	31	14	2	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Albany-Schenectady-Troy, N.Y., September 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Albany-Schenectady-Troy, N.Y., September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	57	39.5	214.50	KEYPUNCH OPERATIONS, CLASS B -----	210	37.0	143.00	TRANSCRIBING-MACHINE OPERATIONS, GENERAL -----	32	37.0	140.50
CLERKS, ACCOUNTING, CLASS B -----	52	39.5	147.00	MANUFACTURING -----	43	40.0	147.50				
NONMANUFACTURING -----	35	37.0	141.50	NONMANUFACTURING -----	157	36.5	141.50				
MESSENGERS -----	72	39.5	141.00	MESSENGERS -----	34	38.5	142.50	TYPISTS, CLASS A -----	200	39.5	161.50
MANUFACTURING -----	47	39.5	147.50					NONMANUFACTURING -----	80	38.5	157.00
NONMANUFACTURING -----	65	38.5	143.50	SECRETARIES -----	1,249	39.5	143.50	TYPISTS, CLASS B -----	221	38.0	142.00
				NONMANUFACTURING -----	526	37.0	134.50	MANUFACTURING -----	48	39.0	123.50
				PUBLIC UTILITIES -----	64	38.0	224.50	NONMANUFACTURING -----	173	38.0	122.00
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS A -----	110	39.0	211.50				
				NONMANUFACTURING -----	37	38.0	211.00				
BOOKKEEPING-MACHINE OPERATIONS, CLASS B -----	34	37.0	133.50	SECRETARIES, CLASS B -----	343	40.0	143.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
				NONMANUFACTURING -----	77	39.5	205.00				
CLERKS, ACCOUNTING, CLASS A -----	225	39.0	171.00	SECRETARIES, CLASS C -----	638	40.0	140.50	COMPUTER OPERATORS, CLASS B -----	70	39.5	191.00
MANUFACTURING -----	74	39.5	162.50	NONMANUFACTURING -----	249	39.5	183.50	MANUFACTURING -----	35	40.0	143.50
NONMANUFACTURING -----	147	38.5	175.50	PUBLIC UTILITIES -----	51	38.0	223.00	NONMANUFACTURING -----	35	39.0	169.00
CLERKS, ACCOUNTING, CLASS B -----	345	39.5	134.00	SECRETARIES, CLASS D -----	208	39.0	164.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	31	39.5	297.00
MANUFACTURING -----	94	39.5	137.00	NONMANUFACTURING -----	65	39.5	167.00				
NONMANUFACTURING -----	252	38.5	145.00	NONMANUFACTURING -----	123	38.5	159.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	34	39.0	245.50
CLERKS, FILE, CLASS B -----	62	38.5	124.50	STENOGRAPHERS, GENERAL -----	260	38.5	155.50				
NONMANUFACTURING -----	42	37.0	114.50	MANUFACTURING -----	73	40.0	150.50	DRAFTERS, CLASS A -----	79	39.5	203.00
CLERKS, FILE, CLASS C -----	101	38.0	112.50	NONMANUFACTURING -----	267	38.0	157.00	NONMANUFACTURING -----	54	39.5	209.50
NONMANUFACTURING -----	141	38.0	104.00	STENOGRAPHERS, SENIOR -----	426	39.0	163.50	ELECTRONICS TECHNICIANS -----	126	40.0	267.00
CLERKS, ORDER -----	78	39.5	127.00	NONMANUFACTURING -----	224	38.5	143.50				
CLERKS, PAYROLL -----	32	38.0	145.50	SWITCHBOARD OPERATIONS -----	76	38.5	134.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
MANUFACTURING -----	251	38.5	143.50	MANUFACTURING -----	36	39.0	159.50				
				NONMANUFACTURING -----	40	38.0	120.00				
KEYPUNCH OPERATORS, CLASS A -----	252	39.5	158.50	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	107	38.0	120.50	NURSES, INDUSTRIAL (REGISTERED) -----	30	40.0	219.00
NONMANUFACTURING -----	115	39.5	156.00	MANUFACTURING -----	57	37.5	126.50				
				NONMANUFACTURING -----	50	37.0	114.00				

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Albany-Schenectady-Troy, N.Y., September 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					3.70	3.80	3.90	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00		
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
				3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00				
ALL WORKERS																														
BOILER TENDERS -----	80	\$ 5.12	\$ 5.10	\$ 4.65- 5.30	1	-	-	-	-	12	18	2	9	14	4	4	-	4	-	6	-	2	-	-	-	-	-	-		
MANUFACTURING -----	55	5.02	5.10	4.65- 5.30	1	-	-	-	-	12	13	-	8	9	4	4	-	4	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	25	5.34	5.20	4.77- 6.55	-	-	-	-	-	-	5	2	1	5	-	-	-	-	6	-	2	-	-	-	-	-	-	-		
CARPENTERS, MAINTENANCE -----	121	6.14	5.70	5.64- 7.40	-	-	-	-	1	-	2	4	3	2	12	48	8	3	-	2	2	1	-	-	31	2	-	-		
MANUFACTURING -----	69	5.70	5.64	5.64- 5.70	-	-	-	-	1	-	2	4	2	-	1	43	8	2	-	2	2	-	-	-	-	2	-	-		
NONMANUFACTURING -----	52	6.77	7.49	5.55- 7.40	-	-	-	-	-	-	-	-	1	2	11	5	-	1	-	-	-	1	-	-	31	-	-	-		
ELECTRICIANS, MAINTENANCE -----	311	5.83	5.64	5.64- 6.14	-	-	-	-	-	10	18	3	9	6	-	174	4	20	1	24	-	13	9	-	2	-	13	-		
MANUFACTURING -----	286	5.83	5.64	5.64- 6.14	-	-	-	-	-	10	18	3	9	6	-	152	4	20	-	24	-	13	9	-	-	-	13	-		
ENGINEERS, STATIONARY -----	91	5.11	4.94	4.72- 5.40	-	-	-	-	1	10	27	12	1	17	2	10	8	3	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	74	5.07	4.80	4.72- 5.40	-	-	-	-	1	10	27	12	-	9	-	9	8	3	-	-	-	-	-	-	-	-	-	-		
MACHINISTS, MAINTENANCE -----	419	5.95	5.64	5.64- 6.41	-	-	-	-	6	24	6	16	12	15	13	184	-	31	-	16	-	23	1	-	33	-	37	-		
MANUFACTURING -----	366	5.83	5.64	5.64- 6.14	-	-	-	-	6	24	6	16	12	15	1	184	-	24	-	16	-	23	1	-	33	-	37	-		
MECHANICS, AUTOMOTIVE -----																														
(MAINTENANCE) -----	275	6.31	6.55	5.51- 7.14	-	-	-	-	1	5	2	4	30	9	9	-	6	38	1	25	26	21	55	12	16	2	1	-		
MANUFACTURING -----	74	5.46	5.12	5.12- 6.04	-	-	-	-	1	-	2	6	24	3	5	-	6	5	-	5	-	7	-	-	-	2	-	-		
NONMANUFACTURING -----	201	6.62	6.67	6.10- 7.14	-	-	-	-	-	5	-	2	6	6	4	-	-	33	1	2	26	14	55	12	16	-	1	-		
PUBLIC UTILITIES -----	152	6.81	7.04	6.42- 7.14	-	-	-	-	-	-	-	2	1	-	-	-	-	28	1	14	26	-	51	12	16	-	1	-		
MECHANICS, MAINTENANCE -----	236	5.76	5.67	5.14- 6.41	-	-	-	-	-	30	-	-	59	-	12	7	9	4	-	53	-	34	-	-	-	-	-	-		
MANUFACTURING -----	195	5.76	5.66	5.14- 6.41	-	-	-	-	-	30	-	-	59	-	1	5	9	4	-	53	-	34	-	-	-	-	-	-		
MILLWRIGHTS -----	125	5.84	5.64	5.51- 6.30	-	-	-	-	-	1	15	-	-	15	17	29	2	10	5	-	23	-	-	-	-	-	8	-		
MANUFACTURING -----	108	5.96	5.64	5.23- 6.64	-	-	-	-	-	1	15	-	-	15	-	29	2	10	5	-	23	-	-	-	-	-	8	-		
PAINTERS, MAINTENANCE -----	76	5.41	5.16	5.16- 5.92	-	-	-	-	3	1	3	-	-	38	8	-	1	6	5	5	2	-	-	-	-	-	1	-		
MANUFACTURING -----	66	5.41	5.16	5.16- 5.92	-	-	-	-	3	1	3	-	-	38	-	-	-	5	5	5	2	-	-	-	-	-	1	-		
PIPEFITTERS, MAINTENANCE -----	247	5.64	5.65	5.65- 6.03	-	-	-	-	-	9	-	1	9	1	-	155	8	20	-	31	-	2	-	-	-	-	11	-		
MANUFACTURING -----	211	5.87	5.65	5.65- 6.14	-	-	-	-	-	9	-	1	9	1	-	119	8	20	-	31	-	2	-	-	-	-	11	-		
SHEET-METAL WORKERS, MAINTENANCE -----	41	5.84	6.62	5.64- 6.14	-	-	-	-	-	5	-	-	-	-	2	12	1	16	-	1	1	-	-	-	-	-	3	-		
MANUFACTURING -----	29	5.83	5.64	5.64- 6.14	-	-	-	-	-	5	-	-	-	-	-	12	1	6	-	1	1	-	-	-	-	-	3	-		

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Albany—
Schenectady—Troy, N.Y., September 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	\$ 2.10 and under	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20				
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.60	6.00	6.40	6.80	7.20	7.60				
ALL WORKERS		\$	\$	\$	\$																										
GUARDS AND WATCHMEN	471	2.83	2.13	2.13-3.43	499	64	8	12	24	21	14	5	13	8	2	2	11	125	15	6	17	16	4	-	4	-	1				
MANUFACTURING	177	4.44	4.49	4.44-4.5	-	-	-	-	-	8	9	-	5	8	2	2	9	11	4	2	12	16	4	-	4	-	1				
NONMANUFACTURING	694	2.41	2.13	2.13-2.24	499	64	8	12	24	13	5	5	8	-	-	-	2	34	11	4	5	-	-	-	-	-	-				
GUARDS:																															
MANUFACTURING	147	4.61	4.49	4.44-4.5	-	-	-	-	-	-	-	-	5	8	2	2	9	17	1	2	12	10	4	-	4	-	1				
WATCHMEN:																															
MANUFACTURING	30	3.83	3.30	2.37-4.75	-	-	-	-	-	8	9	-	-	-	-	-	-	4	3	-	-	6	-	-	-	-	-				
JANITORS, PORTERS, AND CLEANERS	1,026	3.75	4.06	2.75-4.33	1	25	27	50	177	21	47	17	79	36	5	274	19	14	62	56	23	82	-	1	-	-	-				
MANUFACTURING	564	4.51	4.15	3.57-4.17	-	15	5	16	-	8	31	13	71	18	4	251	19	14	44	2	13	48	-	1	-	-	-				
NONMANUFACTURING	457	3.44	4.75	4.65-4.75	1	10	22	34	177	13	16	4	8	18	1	23	-	12	14	54	10	40	-	-	-	-	-				
PUBLIC UTILITIES	123	4.76	4.88	4.74-4.91	-	-	-	-	-	-	3	-	-	2	-	12	-	12	14	54	7	14	-	-	-	-	-				
LABORERS, MATERIAL HANDLING	469	4.44	4.78	3.60-5.70	37	6	16	12	20	-	19	3	5	32	1	-	70	11	22	53	12	21	116	16	-	15	-				
MANUFACTURING	279	4.71	4.72	4.23-5.7	-	-	-	-	8	-	15	3	3	30	-	-	61	11	-	44	2	21	59	16	-	-	-				
NONMANUFACTURING	210	4.19	4.78	2.30-5.87	37	6	16	12	12	-	3	-	2	2	1	-	9	-	22	4	10	-	57	-	-	15	-				
ORDER FILLERS	560	3.54	3.71	2.21-5.14	124	32	45	24	17	4	-	6	11	55	6	2	54	3	12	26	42	2	108	-	-	-	-				
MANUFACTURING	152	4.48	4.23	3.71-5.70	-	-	-	-	-	-	-	-	-	49	-	-	54	-	10	-	-	-	39	-	-	-	-				
NONMANUFACTURING	428	3.41	2.40	2.10-5.14	124	32	45	24	17	4	-	6	11	6	6	2	-	3	2	26	42	2	69	-	-	-	-				
PACKERS, SHIPPING	174	3.60	4.26	2.30-4.31	32	-	16	9	-	-	-	11	6	-	-	5	73	7	14	-	7	-	-	-	-	-	-				
MANUFACTURING	115	4.22	4.26	4.24-4.33	-	-	-	-	-	-	-	11	6	-	-	8	73	-	16	-	7	-	-	-	-	-	-				
RECEIVING CLERKS	101	4.53	4.68	3.79-5.32	-	-	-	-	8	10	-	-	-	11	6	-	12	1	4	5	2	32	-	10	-	-	-				
MANUFACTURING	34	4.29	4.39	3.79-4.68	-	-	-	-	-	-	-	-	-	11	6	-	9	1	4	5	2	1	-	-	-	-	-				
NONMANUFACTURING	53	4.67	5.31	2.88-5.36	-	-	-	-	8	10	-	-	-	-	-	-	3	-	-	1	-	31	-	10	-	-	-				
SHIPPING CLERKS	108	4.85	4.96	3.67-5.30	-	-	-	-	-	-	-	-	1	26	2	7	4	4	9	7	-	25	11	-	12	-	-				
MANUFACTURING	62	4.53	4.16	3.74-4.84	-	-	-	-	-	-	-	-	-	26	2	7	2	-	4	4	-	-	-	-	12	-	-				
NONMANUFACTURING	46	5.26	5.30	5.27-5.53	-	-	-	-	-	-	-	-	1	-	-	-	2	4	-	3	-	25	11	-	-	-	-				
SHIPPING AND RECEIVING CLERKS	621	4.45	4.53	3.65-4.60	-	-	-	-	-	-	-	2	12	4	-	-	10	5	17	-	-	9	1	-	2	-	-				
MANUFACTURING	56	4.58	4.58	4.25-4.63	-	-	-	-	-	-	-	-	11	2	-	-	10	5	17	-	-	9	1	-	1	-	-				
TRUCKDRIVERS	1,517	6.09	6.66	5.26-7.13	-	-	-	2	-	-	15	2	3	26	1	17	37	1	46	24	46	364	74	25	323	470	25				
MANUFACTURING	185	4.87	4.69	4.39-5.70	-	-	-	-	-	-	12	-	1	2	1	16	35	5	14	21	6	4	31	25	1	-	-				
NONMANUFACTURING	1,333	6.25	6.67	5.32-7.14	-	-	-	2	-	-	3	2	2	14	-	1	2	5	28	14	40	361	44	-	322	470	25				
PUBLIC UTILITIES	470	6.71	7.14	6.67-7.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	-	1	9	-	224	472	25				
TRUCKDRIVERS, MEDIUM (1-1/2 TO 4 TONS)																															
MANUFACTURING	256	5.57	5.32	5.32-7.14	-	-	-	2	-	-	3	2	2	7	1	3	2	-	26	4	-	132	8	-	-	70	-				
NONMANUFACTURING	235	5.64	5.32	5.32-7.14	-	-	-	-	-	-	3	2	2	1	-	1	2	-	20	6	-	126	-	-	-	70	-				
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE)																															
MANUFACTURING	597	6.57	6.67	6.66-6.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	4	32	35	13	322	149	25				
NONMANUFACTURING	574	6.61	6.67	6.66-6.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	4	32	35	-	322	149	25				
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)																															
MANUFACTURING	47	5.56	5.70	4.99-6.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	6	2	14	12	-	-	-				

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Albany—
Schenectady—Troy, N.Y., September 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Albany-Schenectady-Troy, N.Y., September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		\$
BOILER TENDERS -----	50	5.12	GUARDS AND WATCHMEN -----	845	2.83	TRUCKDRIVERS -----	1,519	6.09
MANUFACTURING -----	55	5.02	MANUFACTURING -----	171	4.43	MANUFACTURING -----	165	4.87
NONMANUFACTURING -----	25	5.34	NONMANUFACTURING -----	674	2.41	NONMANUFACTURING -----	1,333	6.26
CARPENTERS, MAINTENANCE -----	121	5.14	GUARDS: -----			PUBLIC UTILITIES -----	673	6.91
MANUFACTURING -----	69	5.76	MANUFACTURING -----	141	4.62	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	265	5.59
NONMANUFACTURING -----	52	5.73	WATCHMEN: -----			MANUFACTURING -----	31	4.79
ELECTRICIANS, MAINTENANCE -----	311	5.43	MANUFACTURING -----	31	3.23	NONMANUFACTURING -----	235	5.64
MANUFACTURING -----	285	5.43	JANITORS, PORTERS, AND CLEANERS -----	422	3.98	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	597	6.57
ENGINEERS, STATIARY -----	91	5.11	MANUFACTURING -----	522	4.66	NONMANUFACTURING -----	574	6.61
MANUFACTURING -----	79	5.67	NONMANUFACTURING -----	300	3.65			
MACHINISTS, MAINTENANCE -----	419	5.95	PUBLIC UTILITIES -----	96	4.91	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE):		
MANUFACTURING -----	368	5.83	LABORERS, MATERIAL HANDLING -----	483	4.47	MANUFACTURING -----	47	5.56
MECHANICAL, AUTOMOTIVE (MAINTENANCE) -----	275	5.31	MANUFACTURING -----	273	4.71			
MANUFACTURING -----	74	5.48	NONMANUFACTURING -----	210	4.14	TRUCKERS, POWER (FORKLIFT) -----	353	4.97
NONMANUFACTURING -----	201	5.62	ORDER FILLERS -----	403	4.32	MANUFACTURING -----	217	4.65
PUBLIC UTILITIES -----	152	5.81	MANUFACTURING -----	152	4.44	NONMANUFACTURING -----	136	5.43
MECHANICAL, MAINTENANCE -----	208	5.76	NONMANUFACTURING -----	251	4.23	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	41	4.63
MANUFACTURING -----	145	5.74	PACKERS, SHIPPING -----	163	3.57	MANUFACTURING -----	41	4.63
MILLRIGHTS -----	125	5.84	MANUFACTURING -----	103	4.32			
MANUFACTURING -----	105	5.47	RECEIVING CLERKS -----	77	4.56	WAREHOUSEMEN -----	420	4.90
PAINTERS, MAINTENANCE -----	70	5.41	MANUFACTURING -----	36	4.29	MANUFACTURING -----	67	4.69
MANUFACTURING -----	56	5.41	NONMANUFACTURING -----	50	4.73	NONMANUFACTURING -----	353	4.94
PIPEFITTERS, MAINTENANCE -----	247	5.84	SHIPPING CLERKS -----	105	4.85	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	211	5.97	MANUFACTURING -----	54	4.52	GUARDS AND WATCHMEN -----	26	2.91
SHEET-METAL WORKERS, MAINTENANCE -----	41	5.86	NONMANUFACTURING -----	46	5.24			
MANUFACTURING -----	29	5.97	SHIPPING AND RECEIVING CLERKS -----	62	4.45	JANITORS, PORTERS, AND CLEANERS -----	264	3.14
			MANUFACTURING -----	56	4.56	MANUFACTURING -----	47	3.82
						NONMANUFACTURING -----	157	2.98

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Albany--Schenectady--Troy, N.Y., for selected periods

Industry and occupational group	March 1972 to March 1973	March 1973 to March 1974	March 1974 to September 1975	
			18-month increase	12-month increase
All industries:				
Office clerical (men and women)	6.3	7.3	8.6	5.7
Electronic data processing (men and women)	*	*	**	**
Industrial nurses (men and women)	5.4	7.3	9.3	6.1
Skilled maintenance trades (men)	6.4	6.1	7.7	5.1
Unskilled plant workers (men)	8.5	8.1	9.8	6.4
Manufacturing:				
Office clerical (men and women)	**	**	**	**
Electronic data processing (men and women)	*	*	**	**
Industrial nurses (men and women)	5.7	7.0	10.2	6.7
Skilled maintenance trades (men)	5.9	6.0	7.7	5.1
Unskilled plant workers (men)	8.2	8.9	10.9	7.1
Nonmanufacturing:				
Office clerical (men and women)	6.3	7.0	9.4	6.2
Electronic data processing (men and women)	*	*	**	**
Industrial nurses (men and women)	**	**	**	**
Skilled maintenance trades (men)	**	**	**	**
Unskilled plant workers (men)	8.8	7.3	7.6	5.0

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Albany—Schenectady—Troy, N.Y., September 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists						Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40	37½		All schedules	40	All schedules	40	37½
ESTABLISHMENTS STUDIED -----	123	45	xxx	83	xxx	xxx	128	45	xxx	83	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	38	13	8	25	13	11	49	16	11	33	15	14
\$77.50 AND UNDER \$80.00 -----	-	-	-	-	-	-	3	-	-	3	-	2
\$80.00 AND UNDER \$82.50 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$82.50 AND UNDER \$85.00 -----	-	-	-	-	-	-	1	-	-	1	-	1
\$85.00 AND UNDER \$87.50 -----	1	-	-	1	-	1	3	-	-	3	-	3
\$87.50 AND UNDER \$90.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$90.00 AND UNDER \$92.50 -----	3	1	-	2	1	1	3	1	-	2	1	1
\$92.50 AND UNDER \$95.00 -----	1	-	-	1	-	1	1	1	1	-	-	-
\$95.00 AND UNDER \$97.50 -----	3	3	3	2	1	1	6	2	2	4	1	2
\$97.50 AND UNDER \$100.00 -----	2	1	1	1	-	1	1	1	1	-	-	-
\$100.00 AND UNDER \$105.00 -----	3	-	-	3	2	3	6	1	1	5	3	2
\$105.00 AND UNDER \$110.00 -----	1	1	-	-	-	-	1	1	-	-	-	-
\$110.00 AND UNDER \$115.00 -----	1	-	-	1	1	-	2	-	-	2	2	-
\$115.00 AND UNDER \$120.00 -----	1	-	-	1	1	-	1	1	-	-	-	-
\$120.00 AND UNDER \$125.00 -----	2	1	-	1	-	1	3	2	1	1	-	1
\$125.00 AND UNDER \$130.00 -----	2	1	-	1	1	-	2	1	1	1	1	-
\$130.00 AND UNDER \$135.00 -----	2	1	1	1	-	-	2	1	1	1	-	-
\$135.00 AND UNDER \$140.00 -----	2	2	1	-	-	-	4	2	1	2	2	-
\$140.00 AND UNDER \$145.00 -----	3	1	1	4	2	2	5	1	1	4	2	2
\$145.00 AND UNDER \$150.00 -----	-	-	-	-	-	-	1	-	-	1	-	-
\$150.00 AND UNDER \$155.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$155.00 AND UNDER \$160.00 -----	2	-	-	2	2	-	1	-	-	1	1	-
\$160.00 AND UNDER \$165.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$165.00 AND UNDER \$170.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$170.00 AND UNDER \$175.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$175.00 AND UNDER \$180.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$180.00 AND UNDER \$185.00 -----	2	1	1	1	1	-	1	1	1	-	-	-
\$185.00 AND UNDER \$190.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$190.00 AND UNDER \$195.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$195.00 AND UNDER \$200.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$200.00 AND UNDER \$205.00 -----	1	-	-	1	1	-	-	-	-	-	-	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	21	11	xxx	10	xxx	xxx	35	13	xxx	22	xxx	xxx
ESTABLISHMENTS WHICH DO NOT EMPLOY WORKERS IN THIS CATEGORY -----	69	21	xxx	48	xxx	xxx	44	16	xxx	28	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Albany-Schenectady-Troy, N.Y., September 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	89.3	79.2	20.8	9.7
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	6.2	-	1.2	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	83.1	79.2	19.6	9.7
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	37.2	35.5	8.2	3.8
UNIFORM PERCENTAGE DIFFERENTIAL -----	42.9	42.2	11.3	5.9
OTHER DIFFERENTIAL -----	3.0	1.5	.1	(8)
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	14.4	19.9	13.7	20.1
UNIFORM PERCENTAGE DIFFERENTIAL -----	9.7	10.2	9.6	10.0
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
7 AND UNDER 8 CENTS -----	1.0	-	.3	-
9 CENTS -----	1.9	-	.4	-
10 CENTS -----	5.3	-	1.3	-
12 CENTS -----	5.6	3.5	1.4	.4
13 CENTS -----	5.0	-	1.1	-
14 CENTS -----	2.7	-	.6	-
15 CENTS -----	4.5	11.0	1.2	1.3
16 CENTS -----	1.9	-	.1	-
17 AND UNDER 18 CENTS -----	2.9	1.1	.7	.1
18 CENTS -----	-	3.8	-	.6
20 CENTS -----	4.8	3.6	.8	.3
21 CENTS -----	.7	.0	.1	(8)
24 CENTS -----	-	1.9	-	.1
24 AND UNDER 30 CENTS -----	-	1.2	-	.1
30 AND UNDER 31 CENTS -----	1.1	4.4	.1	.6
32 CENTS -----	-	2.4	-	.3
UNIFORM PERCENTAGE:				
5 PERCENT -----	2.4	-	.9	-
10 PERCENT -----	40.5	40.3	10.4	5.9
15 PERCENT -----	-	2.0	-	-
OTHER DIFFERENTIAL -----	3.0	1.5	.1	(8)

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Albany—
Schenectady—Troy, N.Y., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
30 HOURS-5 DAYS -----	1	-	2	-	-	-	-	-
32 HOURS -----	1	2	(9)	-	(9)	-	1	-
4 DAYS -----	(9)	-	(9)	-	-	-	-	-
5 DAYS -----	1	2	-	-	(9)	-	1	-
32 1/2 HOURS-5 DAYS -----	-	-	-	-	2	-	3	-
35 HOURS-5 DAYS -----	5	4	6	-	4	1	5	3
36 1/4 HOURS-5 DAYS -----	1	2	-	-	(9)	1	-	-
37 1/2 HOURS-5 DAYS -----	9	3	15	-	38	11	52	73
38 HOURS-5 DAYS -----	-	-	-	-	3	-	5	-
38 3/4 HOURS-5 DAYS -----	-	-	-	-	(9)	1	(9)	-
39 1/10 HOURS-5 DAYS -----	1	2	-	-	1	2	-	-
40 HOURS-5 DAYS -----	81	86	74	96	51	84	35	24
45 HOURS-5 DAYS -----	(9)	-	1	4	-	-	-	-
48 HOURS-6 DAYS -----	2	1	2	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	39.5	39.6	39.3	40.2	38.6	39.6	38.1	38.0

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Albany-Schenectady-Troy, N.Y., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	1	-	3	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	99	100	97	100	100	100	100	100
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	9.0	9.5	8.4	10.7	10.0	9.5	10.2	11.0
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
5 HOLIDAYS -----	3	5	-	-	(9)	1	-	-
6 HOLIDAYS -----	15	5	28	-	8	4	11	-
PLUS 2 HALF DAYS -----	(9)	-	1	-	(9)	-	1	-
7 HOLIDAYS -----	6	3	8	-	3	7	1	-
8 HOLIDAYS -----	10	5	17	8	5	8	3	1
PLUS 1 HALF DAY -----	-	-	-	-	-	-	-	-
PLUS 2 HALF DAYS -----	5	4	6	-	(5)	1	-	-
9 HOLIDAYS -----	7	6	8	9	1	2	(9)	-
PLUS 2 HALF DAYS -----	2	4	-	-	3	5	9	14
PLUS 3 HALF DAYS -----	-	-	-	-	(7)	1	-	-
10 HOLIDAYS -----	34	54	10	26	2	-	2	-
11 HOLIDAYS -----	11	9	12	32	31	59	17	9
12 HOLIDAYS -----	(9)	-	1	4	34	10	46	50
PLUS 1 HALF DAY -----	2	-	5	21	2	-	3	(9)
13 HOLIDAYS -----	(9)	-	1	-	3	-	4	25
14 HOLIDAYS -----	1	2	-	-	-	-	-	-
15 HOLIDAYS -----	1	2	-	-	1	2	-	-
16 HOLIDAYS -----	-	-	-	-	2	-	3	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
5 DAYS OR MORE -----	99	100	97	100	100	100	100	100
6 DAYS OR MORE -----	96	95	97	100	99	99	100	100
7 DAYS OR MORE -----	81	90	69	100	71	95	89	100
8 DAYS OR MORE -----	75	87	60	100	58	88	88	100
9 DAYS OR MORE -----	64	81	44	92	53	78	85	99
10 DAYS OR MORE -----	52	72	29	83	74	72	75	85
10 1/2 DAYS OR MORE -----	16	14	17	57	43	12	58	75
11 DAYS OR MORE -----	16	14	17	57	41	12	56	75
12 DAYS OR MORE -----	5	4	7	25	7	2	10	25
12 1/2 DAYS OR MORE -----	5	4	6	21	6	2	7	25
13 DAYS OR MORE -----	3	4	1	-	3	2	3	-
14 DAYS OR MORE -----	2	4	-	-	3	2	3	-
15 DAYS OR MORE -----	1	2	-	-	3	2	3	-
16 DAYS -----	-	-	-	-	2	-	3	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Albany-Schenectady-Troy, N.Y., September 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	98	98	97	100	98	99	97	100
Lincoln's Birthday	4	-	9	33	25	-	38	51
Washington's Birthday	41	50	30	85	65	54	70	97
Good Friday	29	3	23	57	20	28	10	48
Easter Monday	3	4	1	-	19	1	9	-
Memorial Day	99	100	97	100	100	100	100	100
Fourth of July	95	93	97	100	99	98	100	100
Friday before Labor Day	-	-	-	-	2	-	3	-
Labor Day	98	98	97	100	99	98	100	100
Columbus Day	9	4	16	53	38	(9)	57	75
Veterans Day	15	6	26	81	39	5	56	95
Election Day	32	46	14	40	50	46	52	51
Thanksgiving Day	28	100	96	100	99	100	99	100
Day after Thanksgiving	44	65	19	47	44	72	30	35
Christmas Eve	33	58	3	-	24	56	7	-
Christmas Eve, half day	10	2	12	21	6	4	7	25
Christmas Day	98	100	96	100	98	100	97	100
Christmas-New Year's holiday period ¹²	2	3	-	-	3	8	-	-
New Year's Eve	6	11	1	2	3	9	(9)	(9)
New Year's Eve, half day	7	7	7	-	1	3	1	-
Floating holiday, 1 day ¹¹	8	4	11	2	10	11	10	3
Floating holiday, 2 days ¹¹	6	-	5	3	10	11	9	1
Floating holiday, 3 days ¹¹	1	2	3	2	(9)	1	(9)	(9)
Floating holiday, 5 days ¹¹	6	-	3	-	3	-	5	-
Employee's birthday	20	15	25	26	6	7	6	25
Employee's anniversary	2	-	4	-	(9)	-	(9)	-
Personal holiday, 2 days	(9)	-	-	-	2	(9)	3	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Albany-Schenectady-Troy, N.Y., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	(9)	-	(9)	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	99	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	93	98	99	100	100	100	100	100
PERCENTAGE PAYMENT -----	7	12	-	-	-	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴								
4 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	6	10	(9)	-	1	2	(9)	-
1 WEEK -----	19	9	30	34	42	34	47	52
OVER 1 AND UNDER 2 WEEKS -----	-	0	0	21	17	10	20	26
2 WEEKS -----	-	-	-	-	7	-	11	-
OVER 2 AND UNDER 3 WEEKS -----	-	-	-	-	2	-	3	-
3 WEEKS -----	-	-	-	-	(9)	(9)	-	-
1 YEAR OF SERVICE:								
1 WEEK -----	64	74	52	39	8	0	9	20
OVER 1 AND UNDER 2 WEEKS -----	4	0	1	2	(9)	1	(9)	(9)
2 WEEKS -----	24	15	46	59	83	86	81	79
OVER 2 AND UNDER 3 WEEKS -----	1	2	-	-	4	-	6	-
3 WEEKS -----	2	3	1	-	3	7	1	-
5 WEEKS -----	-	-	-	-	2	-	3	-
2 YEARS OF SERVICE:								
1 WEEK -----	17	20	5	-	2	4	2	-
OVER 1 AND UNDER 2 WEEKS -----	5	4	-	-	(9)	1	-	-
2 WEEKS -----	73	50	92	98	98	87	88	99
OVER 2 AND UNDER 3 WEEKS -----	2	2	2	2	(9)	-	(9)	(9)
3 WEEKS -----	4	5	1	-	8	9	7	-
5 WEEKS -----	-	-	-	-	2	-	3	-
3 YEARS OF SERVICE:								
1 WEEK -----	5	8	4	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	4	7	-	-	(9)	-	-	-
2 WEEKS -----	80	71	92	94	84	77	80	99
OVER 2 AND UNDER 3 WEEKS -----	5	0	3	2	1	1	(9)	(9)
3 WEEKS -----	5	-	1	-	7	20	1	-
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	-	-	6	-
5 WEEKS -----	-	-	-	-	2	-	3	-
4 YEARS OF SERVICE:								
1 WEEK -----	4	4	4	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	4	7	-	-	(9)	(9)	-	-
2 WEEKS -----	80	71	92	94	84	77	88	99
OVER 2 AND UNDER 3 WEEKS -----	5	0	3	2	1	1	(9)	(9)
3 WEEKS -----	5	0	1	-	7	20	1	-
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	4	-	6	-
5 WEEKS -----	-	-	-	-	2	-	3	-

See footnotes at end of tables

Table B-5. Paid vacation provisions for full-time workers in Albany-Schenectady-Troy, N.Y., September 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER 24 - CONTINUED								
5 YEARS OF SERVICE:								
1 WEEK -----	2	3	2	-	1	1	1	-
2 WEEKS -----	57	74	40	96	50	23	63	98
OVER 2 AND UNDER 3 WEEKS -----	26	43	5	2	21	43	10	(9)
3 WEEKS -----	11	16	13	2	21	31	17	1
OVER 3 AND UNDER 4 WEEKS -----	(4)	-	1	-	4	-	6	-
4 WEEKS -----	3	5	-	-	1	2	-	-
5 WEEKS -----	-	-	-	-	2	-	3	-
10 YEARS OF SERVICE:								
1 WEEK -----	2	3	-	-	(4)	1	-	-
2 WEEKS -----	10	7	12	-	4	2	5	2
OVER 2 AND UNDER 3 WEEKS -----	1	2	(9)	-	2	-	2	-
3 WEEKS -----	77	74	82	96	72	89	78	97
OVER 3 AND UNDER 4 WEEKS -----	4	5	1	2	2	1	3	(9)
4 WEEKS -----	6	7	5	2	8	7	9	1
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	-	(4)	-	(9)	-
5 WEEKS -----	-	-	-	-	6	-	3	-
12 YEARS OF SERVICE:								
1 WEEK -----	2	3	-	-	(4)	1	-	-
2 WEEKS -----	9	7	10	-	4	2	5	-
OVER 2 AND UNDER 3 WEEKS -----	1	2	(4)	-	2	-	2	-
3 WEEKS -----	75	7	42	96	75	78	74	98
OVER 3 AND UNDER 4 WEEKS -----	4	5	1	2	2	1	3	(9)
4 WEEKS -----	8	11	5	2	15	18	13	1
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	-	(4)	-	(9)	-
5 WEEKS -----	-	-	-	-	5	-	3	-
15 YEARS OF SERVICE:								
1 WEEK -----	2	3	-	-	(4)	1	-	-
2 WEEKS -----	7	7	6	-	3	2	4	-
OVER 2 AND UNDER 3 WEEKS -----	1	2	(4)	-	-	-	-	-
3 WEEKS -----	34	15	50	62	43	18	55	71
OVER 3 AND UNDER 4 WEEKS -----	3	5	-	-	2	1	3	-
4 WEEKS -----	52	67	34	36	54	77	35	29
OVER 4 AND UNDER 5 WEEKS -----	1	-	1	2	(4)	-	(9)	(4)
5 WEEKS -----	-	-	-	-	2	1	3	-
20 YEARS OF SERVICE:								
1 WEEK -----	2	3	-	-	(4)	1	-	-
2 WEEKS -----	5	7	4	-	2	2	2	-
OVER 2 AND UNDER 3 WEEKS -----	1	2	(4)	-	-	-	-	-
3 WEEKS -----	15	6	25	-	20	8	26	-
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-
4 WEEKS -----	64	65	62	85	71	76	68	98
OVER 4 AND UNDER 5 WEEKS -----	2	2	1	2	(9)	1	(9)	(9)
5 WEEKS -----	10	13	7	13	7	12	4	1

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Albany-Schenectady-Troy, N.Y., September 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
25 YEARS OF SERVICE:								
1 WEEK -----	2	3	-	-	(9)	1	-	-
2 WEEKS -----	6	7	4	-	2	2	2	-
OVER 2 AND UNDER 3 WEEKS -----	1	2	(9)	-	-	-	-	-
3 WEEKS -----	10	4	17	-	12	8	14	-
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-
4 WEEKS -----	27	17	39	4	36	24	43	3
OVER 4 AND UNDER 5 WEEKS -----	1	1	1	2	2	-	3	(9)
5 WEEKS -----	47	55	30	94	46	63	38	96
OVER 5 AND UNDER 6 WEEKS -----	2	2	1	-	(9)	1	(9)	-
6 WEEKS -----	2	4	-	-	-	-	-	-
7 WEEKS -----	1	3	-	-	1	2	-	-
30 YEARS OF SERVICE:								
1 WEEK -----	2	3	-	-	(9)	1	-	-
2 WEEKS -----	6	7	4	-	2	2	2	-
OVER 2 AND UNDER 3 WEEKS -----	1	2	(9)	-	-	-	-	-
3 WEEKS -----	10	4	17	-	12	8	14	-
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-
4 WEEKS -----	27	17	39	2	36	24	43	3
OVER 4 AND UNDER 5 WEEKS -----	1	1	1	2	2	-	3	(9)
5 WEEKS -----	45	52	30	95	44	56	38	97
OVER 5 AND UNDER 6 WEEKS -----	2	2	1	-	(9)	1	(9)	-
6 WEEKS -----	3	3	2	1	2	7	(9)	(9)
7 WEEKS -----	4	7	-	-	1	2	-	-
MAXIMUM VACATION AVAILABLE:								
1 WEEK -----	2	3	-	-	(9)	1	-	-
2 WEEKS -----	6	7	4	-	2	2	2	-
OVER 2 AND UNDER 3 WEEKS -----	1	2	(9)	-	-	-	-	-
3 WEEKS -----	10	4	17	-	12	8	14	-
OVER 3 AND UNDER 4 WEEKS -----	1	1	-	-	-	-	-	-
4 WEEKS -----	27	17	39	2	36	24	43	3
OVER 4 AND UNDER 5 WEEKS -----	1	1	1	2	(9)	-	(9)	(9)
5 WEEKS -----	45	52	30	95	45	56	40	97
OVER 5 AND UNDER 6 WEEKS -----	2	2	1	-	(9)	1	(9)	-
6 WEEKS -----	3	3	2	1	2	7	(9)	(9)
7 WEEKS -----	4	7	-	-	1	2	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Albany-Schenectady-Troy, N.Y., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW -----	94	97	95	100	99	99	99	100
LIFE INSURANCE -----	92	90	94	100	99	98	99	100
NONCONTRIBUTORY PLANS -----	49	80	80	76	67	77	92	75
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	78	83	70	95	90	93	73	99
NONCONTRIBUTORY PLANS -----	67	74	54	72	69	74	66	75
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH -----	75	84	65	68	85	95	80	87
SICKNESS AND ACCIDENT INSURANCE -----	57	74	35	37	51	76	38	29
NONCONTRIBUTORY PLANS -----	52	60	32	34	50	74	38	29
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	44	47	41	28	71	84	64	87
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	12	15	5	31	3	1	3	(9)
LONG-TERM DISABILITY INSURANCE -----	7	4	5	-	28	16	34	-
NONCONTRIBUTORY PLANS -----	6	7	4	-	23	15	27	-
HOSPITALIZATION INSURANCE -----	94	97	93	100	92	99	98	100
NONCONTRIBUTORY PLANS -----	89	84	76	97	84	86	83	99
SURGICAL INSURANCE -----	94	97	90	100	90	99	98	100
NONCONTRIBUTORY PLANS -----	40	84	76	97	64	86	83	99
MEDICAL INSURANCE -----	93	97	84	100	95	94	98	100
NONCONTRIBUTORY PLANS -----	89	94	76	97	84	86	83	99
MAJOR MEDICAL INSURANCE -----	79	79	80	96	93	84	96	100
NONCONTRIBUTORY PLANS -----	57	67	66	94	75	75	80	99
DENTAL INSURANCE -----	40	54	23	19	38	57	27	4
NONCONTRIBUTORY PLANS -----	35	54	17	19	35	50	27	4
RETIREMENT PENSION -----	81	90	76	73	93	95	92	77
NONCONTRIBUTORY PLANS -----	48	44	52	73	66	43	77	77

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N. Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N. C.; Poughkeepsie—Kingston—Newburgh, N. Y.; Raleigh—Durham, N. C.; Syracuse, N. Y.; Utica—Rome, N. Y.; and Westchester County, N. Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U. S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy¹ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

¹ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Albany—
Schenectady—Troy, N.Y.,¹ September 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS -----	-	478	125	117,315	100	61,791	18,065	78,645
MANUFACTURING -----	50	167	45	52,784	45	34,034	6,095	40,257
NONMANUFACTURING -----	-	311	83	64,531	55	27,757	11,970	38,438
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	38	14	11,879	10	6,856	2,073	10,083
WHOLESALE TRADE -----	50	49	10	6,205	5	(⁶)	(⁶)	2,443
RETAIL TRADE -----	50	103	23	21,062	18	(⁶)	(⁶)	10,678
FINANCE, INSURANCE, AND REAL ESTATE -----	50	47	11	14,001	12	(⁷)	(⁶)	9,193
SERVICES ⁸ -----	50	74	25	11,344	10	(⁶)	(⁶)	6,041

¹ The Albany-Schenectady-Troy Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Albany, Montgomery, Rensselaer, Saratoga, and Schenectady Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. The major local and suburban transit system is governmentally owned and operated and is excluded by definition from the scope of the study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over one-half of the workers within scope of the survey in the Albany-Schenectady-Troy area were in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Machinery, except electrical	40
Stone, clay, and glass products	8
Apparel and other textile products	7
Food and kindred products	7
Textile mill products	7
Paper and allied products	6
Printing and publishing	5
Chemicals and allied products	5
Engines and turbines	38
Miscellaneous nonmetallic mineral products	7

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Albany-Schenectady-Troy, N.Y., September 1975:

	Plant workers	Office workers
All industries	68	25
Manufacturing	85	15
Nonmanufacturing	48	30
Public utilities	99	95

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers are covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a tanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor frequently an engineer or designer for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
Alexandria, La.	Lynchburg, Va.
Alpena, Standish, and Tawas City, Mich.	Macon, Ga.
Ann Arbor, Mich.	Madison, Wis.
Asheville, N.C.	Mansfield, Ohio
Atlantic City, N.J.	Marquette, Escanaba, Sault Ste. Marie, Mich.
Augusta, Ga.-S.C.	McAllen-Pharr-Edinburg and Brownsville-
Bakersfield, Calif.	Harlingen-San Benito, Tex.
Baton Rouge, La.	Medford-Klamath Falls-Grants Pass, Oreg.
Battle Creek, Mich.	Meridian, Miss.
Beaumont-Port Arthur-Orange, Tex.	Middlesex, Monmouth, and Ocean Cos., N.J.
Biloxi Gulfport and Pascagoula, Miss.	Mobile and Pensacola, Ala.-Fla.
Boise City, Idaho	Montgomery, Ala.
Bremerton, Wash.	Nashville-Davidson, Tenn.
Bridgeport, Norwalk, and Stamford, Conn.	New Bern-Jacksonville, N.C.
Brunswick, Ga.	New London-Norwich, Conn.-R.I.
Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
Cedar Rapids, Iowa	Oxnard-Simi Valley-Ventura, Calif.
Champaign-Urbana-Rantoul, Ill.	Panama City, Fla.
Charleston, S.C.	Parkersburg-Marietta, W. Va.-Ohio
Charlotte-Castonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennebec-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
Fitchburg-Leominster, Mass.	Savannah, Ga.
Fort Smith, Ark.-Okla.	Selma, Ala.
Fort Wayne, Ind.	Sherman-Denison, Tex.
Frederick-Hagerstown, Md.-Chambersburg, Pa.	Shreveport, La.
Martinsburg, W. Va.	Sioux Falls, S. Dak.
Gadsden and Anniston, Ala.	Spokane, Wash.
Goldsboro, N.C.	Springfield, Ill.
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Great Falls, Mont.	Stockton, Calif.
Guam, Territory of	Tacoma, Wash.
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Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

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A WAGE SURVEY

Cleveland, Ohio, Metropolitan Area
September 1975

Bulletin 1850-64



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a September 1975 survey of occupational earnings in the Cleveland, Ohio, Standard Metropolitan Statistical Area (Cuyahoga, Geauga, Lake, and Medina Counties Ohio). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Cleveland survey was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Cleveland area are available for contract cleaning services (July 1974), and motor vehicle parts (April 1974); and on earnings only for laundry and dry cleaning (September 1975). Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-64
January 1976



U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
Julius Shiskin, Commissioner

Cleveland, Ohio, Metropolitan Area, September 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 10 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for 11 industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																													
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320 and over									
						85	90	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320 over										
ALL WORKERS																																			
BILLERS, MACHINE (BILLING MACHINE) -----	99	40.0	\$ 137.00	\$ 135.00	\$ 119.50-144.00	-	-	1	-	24	13	33	14	1	5	1	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	58	40.0	137.50	133.50	114.50-138.00	-	-	-	-	24	-	22	-	-	5	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	113	39.0	131.00	128.00	115.00-140.00	7	-	7	13	15	17	12	20	-	-	4	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	71	39.0	117.50	121.00	101.00-138.00	7	-	7	9	11	9	12	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	93	39.5	150.00	155.00	130.00-167.00	-	-	-	-	-	23	9	13	22	11	9	1	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	54	39.5	155.00	156.50	145.00-167.50	-	-	-	-	-	-	9	13	11	11	9	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	196	39.0	132.50	127.00	112.50-150.00	-	4	9	11	40	38	35	9	12	14	16	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	107	39.0	134.50	130.00	112.50-150.00	-	-	-	8	28	16	21	4	11	9	7	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	89	39.0	130.50	120.00	112.00-148.00	-	4	9	3	12	22	14	5	1	5	9	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	1,663	39.5	174.50	167.50	145.00-199.00	-	-	1	7	49	120	160	173	199	160	166	113	152	99	53	60	57	50	38	6	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	796	39.5	182.00	172.50	153.50-202.00	-	-	-	-	5	39	55	63	106	105	90	68	48	58	22	47	34	26	26	4	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	867	39.0	168.00	159.50	137.00-199.00	-	-	1	7	44	81	105	110	93	55	76	45	104	41	31	13	23	24	12	2	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	225	40.0	211.00	199.00	199.00-243.00	-	-	-	-	7	-	-	1	5	4	14	10	86	24	8	9	19	24	12	2	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	184	40.0	155.00	149.50	125.50-177.00	-	-	-	3	11	44	14	26	18	-	29	8	4	7	16	1	3	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	186	38.5	146.50	144.50	137.00-157.00	-	-	1	2	8	14	43	50	37	16	3	2	5	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	191	38.0	153.00	149.50	132.50-173.00	-	-	-	2	12	23	42	19	19	20	16	24	9	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	81	38.0	164.00	162.00	147.50-178.50	-	-	-	-	6	-	6	14	14	15	14	1	-	7	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	2,056	39.0	140.50	132.00	118.00-152.00	7	2	109	154	281	389	316	258	147	90	61	53	50	15	7	19	90	8	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	829	39.5	143.00	138.00	121.00-153.00	7	-	11	57	95	158	117	151	65	49	26	19	23	10	3	15	18	5	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,227	39.0	138.50	130.00	116.00-150.00	-	2	98	97	186	231	199	107	82	41	35	34	27	5	4	4	72	3	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	160	39.5	209.00	202.50	170.50-254.50	-	-	-	-	4	-	4	6	9	15	11	5	25	5	4	4	65	3	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE -----	317	40.0	136.00	130.00	118.00-149.00	-	-	-	23	59	75	48	38	28	10	12	17	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	419	39.0	119.50	119.50	106.00-130.00	-	2	70	55	83	100	53	24	20	4	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	196	37.5	134.00	132.50	122.50-142.50	-	-	7	1	28	41	62	26	15	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	135	39.0	129.00	130.00	109.50-141.00	-	-	21	18	12	15	32	13	10	4	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	127	39.0	141.00	136.00	123.00-148.50	-	-	-	10	11	39	18	18	3	14	3	3	2	-	2	2	1	-	1	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	112	39.0	136.00	129.00	120.50-144.50	-	-	-	10	11	37	17	17	-	14	8	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	69	39.0	139.00	136.50	126.50-147.50	-	-	-	-	7	20	13	15	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	475	38.5	126.50	118.00	106.00-132.50	-	-	50	121	98	64	43	27	5	15	2	3	25	12	-	8	-	1	1	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	113	39.5	130.00	119.50	111.00-126.50	-	-	7	18	33	31	6	2	-	-	-	-	1	8	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	362	38.5	125.50	116.50	106.00-134.50	-	-	43	103	65	33	37	25	5	15	2	3	24	4	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	56	39.5	114.50	109.50	99.00-121.50	-	-	14	18	10	6	-	-	1	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	173	37.0	112.50	110.00	104.50-118.00	-	-	15	69	53	13	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	298	39.5	108.00	105.00	100.00-112.50	-	11	59	136	54	15	12	5	2	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	259	39.5	107.50	105.00	100.00-111.00	-	7	57	119	51	9	7	3	2	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	72	40.0	104.00	100.00	100.00-108.00	-	-	11	45	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	110	38.5	109.00	109.00	99.50-117.00	-	-	29	31	35	8	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	919	39.5	152.50	142.00	126.50-170.50	2	12	4	41	84	150	139	91	58	64	132	15	12	33	16	25	24	11	1	5	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	453	40.0	156.00	136.00	121.00-183.00	-	-	3	35	68	69	83	40	8	15	13	13	8	21	13	25	23	10	1	5	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	466	39.5	149.00	152.00	124.00-170.50	2	12	1	6	16	81	56	51	50	49	119	2	4	12	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	362	40.0	156.00	160.00	140.00-170.50	-	-	-	-	6	52	32	44	41	45	119	2	4	12	3	-	1	1	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Cleveland, Ohio. September 1975—Continued

[illegible]

* Workers were distributed as follows: 2 at \$320 to \$340; and 3 at \$340 to \$360. See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Cleveland, Ohio, September 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of--																									
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320					
						85	90	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320 over	and					
ALL WORKERS-- CONTINUED																															
SECRETARIES - CONTINUED																															
SECRETARIES, CLASS D -----	1,321	38.5	\$ 155.50	\$ 148.50	\$ 132.50-170.50	-	-	14	8	87	119	239	224	172	113	84	63	57	43	20	69	5	4	-	-	-	-	-	-		
MANUFACTURING -----	713	39.5	167.00	157.50	141.00-186.00	-	-	-	-	7	51	108	117	91	58	63	43	54	34	16	62	5	4	-	-	-	-	-			
NONMANUFACTURING -----	608	38.0	143.00	140.00	128.00-155.50	-	-	14	8	80	68	131	107	81	55	21	20	3	9	4	7	-	-	-	-	-	-	-			
PUBLIC UTILITIES -----	61	38.5	168.50	169.00	138.00-207.00	-	-	-	-	6	6	9	1	3	7	1	2	9	4	7	-	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	124	38.0	137.50	134.50	117.50-156.00	-	-	11	-	32	12	14	18	10	15	1	10	1	-	-	-	-	-	-	-	-	-	-			
FINANCE -----	241	37.5	142.00	140.00	130.00-153.50	-	-	-	1	26	25	66	53	32	21	9	8	-	-	-	-	-	-	-	-	-	-	-			
SERVICES -----	97	39.0	137.00	136.00	128.50-153.50	-	-	3	7	14	9	16	16	25	4	2	1	-	-	-	-	-	-	-	-	-	-	-			
STENOGRAPHERS, GENERAL -----	869	39.0	153.50	141.50	127.50-177.00	-	-	37	26	70	117	155	130	46	45	33	18	61	20	43	58	4	-	6	-	-	-	-			
MANUFACTURING -----	376	39.5	153.00	139.50	130.00-166.50	-	-	10	2	19	61	98	54	21	24	15	4	6	10	15	37	-	-	-	-	-	-	-			
NONMANUFACTURING -----	493	39.0	154.50	144.00	125.50-191.00	-	-	27	24	51	56	57	76	25	21	18	14	55	10	28	21	4	-	6	-	-	-	-			
PUBLIC UTILITIES -----	182	40.0	191.50	195.50	160.00-212.00	-	-	-	7	-	-	7	16	7	9	8	14	55	10	18	21	4	-	6	-	-	-	-			
FINANCE -----	220	38.0	127.00	128.00	112.50-141.50	-	-	24	17	46	35	39	36	12	8	3	-	-	-	-	-	-	-	-	-	-	-	-			
STENOGRAPHERS, SENIOR -----	741	39.5	177.50	176.00	152.00-199.00	-	-	-	-	4	20	46	97	96	74	77	60	122	46	27	40	19	13	-	-	-	-	-			
MANUFACTURING -----	423	39.5	173.00	167.00	148.50-188.50	-	-	-	-	12	29	72	70	46	48	43	28	14	17	30	4	10	-	-	-	-	-	-			
NONMANUFACTURING -----	318	39.5	183.50	190.50	160.50-199.00	-	-	-	-	4	8	17	25	26	28	29	17	94	32	10	10	15	3	-	-	-	-	-			
FINANCE -----	66	38.0	150.50	145.00	140.00-168.50	-	-	-	-	4	6	7	23	7	5	9	5	-	-	-	-	-	-	-	-	-	-	-			
SWITCHBOARD OPERATORS -----	407	39.5	144.00	138.00	113.00-171.50	5	22	17	34	46	34	61	31	33	18	30	14	30	8	4	18	1	1	-	-	-	-	-			
MANUFACTURING -----	146	39.5	165.00	160.00	136.00-188.50	-	3	1	-	4	15	21	13	15	9	20	9	13	2	4	15	1	1	-	-	-	-	-			
NONMANUFACTURING -----	261	39.5	132.00	128.50	109.50-150.00	5	19	16	34	42	19	40	18	18	9	10	5	17	6	-	3	-	-	-	-	-	-	-			
PUBLIC UTILITIES -----	47	40.0	187.00	195.50	173.50-195.50	-	-	-	-	-	-	1	1	1	5	8	5	17	6	-	3	-	-	-	-	-	-	-			
FINANCE -----	57	38.5	131.00	133.00	120.00-144.00	-	-	-	10	3	11	12	13	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SERVICES -----	91	39.5	114.00	113.00	100.00-127.50	-	15	10	5	35	5	15	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-			
SWITCHBOARD OPERATOR-RECEPTIONISTS -----	672	39.0	131.50	127.50	115.00-140.50	-	21	2	66	144	140	106	61	43	44	18	3	10	5	1	8	-	-	-	-	-	-	-			
MANUFACTURING -----	335	39.5	134.00	131.00	120.00-145.50	-	10	2	25	48	71	64	51	20	28	6	2	2	4	1	1	-	-	-	-	-	-	-			
NONMANUFACTURING -----	337	38.5	129.50	122.00	115.00-139.00	-	11	-	41	96	69	42	10	23	16	12	1	8	1	-	7	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	141	39.5	135.50	117.50	115.00-164.50	-	11	-	10	55	4	10	8	7	8	12	-	8	1	-	7	-	-	-	-	-	-	-			
FINANCE -----	83	37.5	121.50	121.00	110.00-127.00	-	-	-	12	28	26	8	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SERVICES -----	71	38.5	123.50	124.50	110.50-127.50	-	-	-	18	9	27	10	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
TABULATING-MACHINE OPERATORS, CLASS B -----	59	39.0	184.50	165.50	144.00-210.50	-	-	-	-	-	-	6	17	2	6	1	2	9	1	2	-	11	-	2	-	-	-	-			
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	238	38.5	137.00	136.00	117.50-145.50	-	-	-	15	57	36	45	31	15	16	7	7	3	1	2	2	1	-	-	-	-	-	-			
MANUFACTURING -----	106	39.5	141.00	138.00	122.50-149.50	-	-	-	-	21	16	36	6	5	11	4	3	1	-	2	1	-	-	-	-	-	-	-			
NONMANUFACTURING -----	132	37.5	134.50	125.50	117.50-145.00	-	-	-	15	36	20	9	25	10	5	3	4	2	1	-	1	1	-	-	-	-	-	-			
FINANCE -----	75	36.5	131.00	125.50	117.50-145.00	-	-	-	2	24	15	4	18	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
TYPISTS, CLASS A -----	877	39.0	150.00	143.50	130.00-163.50	-	-	1	17	62	138	164	151	80	83	52	29	41	21	7	28	2	-	1	-	-	-	-			
MANUFACTURING -----	380	39.5	152.50	143.00	129.00-170.50	-	-	1	9	25	67	70	61	23	28	22	16	19	6	5	26	1	-	1	-	-	-	-			
NONMANUFACTURING -----	497	38.5	148.50	144.00	131.00-162.00	-	-	-	8	37	71	94	90	57	55	30	13	22	15	2	2	1	-	-	-	-	-	-			
FINANCE -----	232	38.0	143.50	142.00	130.00-155.00	-	-	-	-	22	36	44	46	46	22	13	3	-	-	-	-	-	-	-	-	-	-	-			
SERVICES -----	125	38.5	138.00	138.50	123.00-144.50	-	-	-	8	14	18	37	30	4	2	4	6	1	-	-	1	-	-	-	-	-	-	-			
TYPISTS, CLASS B -----	1,568	39.0	127.00	120.00	109.50-138.00	2	34	101	265	364	251	181	134	58	47	26	14	75	6	1	9	-	-	-	-	-	-	-			
MANUFACTURING -----	461	40.0	131.50	126.50	112.50-143.00	-	18	12	58	100	74	63	50	26	11	13	8	13	6	1	8	-	-	-	-	-	-	-			
NONMANUFACTURING -----	1,107	39.0	125.00	118.00	104.00-134.50	2	16	89	207	264	177	118	84	32	36	13	6	62	-	-	1	-	-	-	-	-	-	-			
WHOLESALE TRADE -----	273	40.0	112.50	110.00	102.00-120.00	2	-	50	69	72	56	7	14	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE -----	432	37.5	117.50	117.00	104.50-128.50	-	9	35	68	138	95	75	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SERVICES -----	145	39.5	111.50	109.50	103.50-115.00	-	7	4	66	50	4	-	3	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	and over						
						85	90	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320	over							
ALL WORKERS																																	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	87	38.5	\$ 135.50	\$ 132.00	\$ 117.00-161.00	-	4	9	3	8	18	13	7	3	5	9	2	6	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	54	39.0	135.50	132.00	102.00-169.00	-	4	9	3	6	4	3	5	1	5	9	2	3	-	-	-	-	-	-	-	-	-	-					
CLERKS, ACCOUNTING, CLASS A -----	863	39.5	189.50	185.00	155.00-209.00	-	-	1	5	13	48	43	58	78	71	64	71	137	68	25	41	52	44	38	6	-	-						
MANUFACTURING -----	496	39.5	188.00	179.00	154.50-209.00	-	-	-	-	2	32	20	44	53	57	43	53	40	33	11	28	30	20	26	4	-	-						
NONMANUFACTURING -----	367	39.5	191.50	199.00	159.00-206.00	-	-	1	5	11	16	23	14	25	14	21	18	97	35	14	13	22	24	12	2	-	-						
PUBLIC UTILITIES -----	211	40.0	215.00	199.00	199.00-246.00	-	-	-	-	-	-	-	1	5	4	8	10	86	24	8	9	18	24	12	2	-	-						
RETAIL TRADE -----	81	39.5	146.50	140.00	128.50-155.00	-	-	1	2	8	14	15	8	16	2	3	2	5	2	2	1	-	-	-	-	-	-						
CLERKS, ACCOUNTING, CLASS B -----	792	39.5	152.50	137.50	120.00-172.00	7	2	23	57	91	139	98	77	53	36	31	16	40	13	7	15	79	8	-	-	-	-						
MANUFACTURING -----	394	39.5	146.00	134.00	123.50-160.50	7	-	11	26	39	77	66	48	21	23	13	6	16	8	3	11	14	5	-	-	-	-						
NONMANUFACTURING -----	398	39.5	159.50	143.00	120.00-192.00	-	2	12	31	52	62	32	29	32	13	18	10	24	5	4	4	65	3	-	-	-	-						
PUBLIC UTILITIES -----	131	40.0	221.50	247.00	192.50-255.50	-	-	-	-	-	-	1	-	6	5	11	5	22	5	4	4	65	3	-	-	-	-						
RETAIL TRADE -----	223	39.5	126.00	122.00	114.00-136.00	-	2	12	30	45	57	23	22	20	4	4	2	2	-	-	-	-	-	-	-	-	-						
CLERKS, FILE, CLASS B -----	179	39.0	148.50	136.50	115.50-195.50	-	-	9	20	23	23	15	27	5	5	2	3	25	12	-	8	-	1	1	-	-	-						
NONMANUFACTURING -----	131	38.5	148.00	142.00	117.00-187.00	-	-	2	16	19	14	9	25	5	5	2	3	24	4	-	1	-	1	1	-	-	-						
CLERKS, FILE, CLASS C -----	75	39.5	114.00	104.00	100.00-122.50	-	4	12	32	6	7	3	5	2	-	1	1	2	-	-	-	-	-	-	-	-	-						
CLERKS, ORDER -----	226	40.0	158.00	142.00	126.00-189.50	2	3	4	12	20	31	36	21	14	8	5	15	12	11	7	9	9	5	1	1	-	-						
MANUFACTURING -----	180	40.0	157.50	137.00	125.00-186.50	-	-	3	12	19	29	30	14	8	6	5	13	8	6	4	9	8	4	1	1	-	-						
CLERKS, PAYROLL -----	322	39.5	177.50	170.00	149.00-206.50	-	-	2	3	10	22	19	26	42	37	27	32	15	12	11	26	27	7	4	-	-	-						
MANUFACTURING -----	206	39.5	186.50	176.00	153.00-227.00	-	-	-	-	4	8	9	15	29	23	19	23	7	7	6	20	27	7	2	-	-	-						
NONMANUFACTURING -----	116	39.5	161.50	156.50	134.50-185.50	-	-	2	3	6	14	10	11	13	14	8	9	8	5	5	6	-	-	2	-	-	-						
KEYPUNCH OPERATORS, CLASS A -----	545	39.5	163.50	156.00	138.50-183.00	-	-	-	-	13	52	76	72	102	54	34	26	15	36	27	26	1	11	-	-	-	-						
MANUFACTURING -----	362	39.5	166.50	156.50	141.50-186.00	-	-	-	-	4	34	47	39	80	44	15	17	10	15	20	25	1	11	-	-	-	-						
NONMANUFACTURING -----	183	39.0	158.00	151.00	136.00-177.00	-	-	-	-	9	18	29	33	22	10	19	9	5	21	7	1	-	-	-	-	-	-						
FINANCE -----	71	38.5	146.00	145.50	133.50-158.50	-	-	-	-	3	9	18	9	16	9	6	1	-	-	-	-	-	-	-	-	-	-						
KEYPUNCH OPERATORS, CLASS B -----	473	39.0	157.50	149.00	127.00-179.50	-	3	9	21	39	65	51	58	27	41	42	20	27	3	10	40	17	-	-	-	-	-						
MANUFACTURING -----	163	39.5	167.00	164.50	135.50-180.50	-	-	2	2	6	18	22	22	4	19	24	11	2	3	7	4	17	-	-	-	-	-						
NONMANUFACTURING -----	310	39.0	153.00	142.00	123.00-178.50	-	3	7	19	33	47	29	36	23	22	18	9	25	-	3	36	-	-	-	-	-	-						
PUBLIC UTILITIES -----	121	40.0	191.50	194.50	164.00-222.00	-	-	-	-	-	-	-	10	12	12	16	7	25	-	3	36	-	-	-	-	-	-						
RETAIL TRADE -----	76	39.0	124.00	120.00	105.50-140.00	-	3	6	16	10	13	7	8	7	2	2	2	-	-	-	-	-	-	-	-	-	-						
FINANCE -----	92	38.0	128.50	127.00	120.00-139.00	-	-	1	3	20	27	18	18	4	1	-	-	-	-	-	-	-	-	-	-	-	-						
MESSENGERS -----	259	39.5	145.50	140.00	116.50-175.00	-	3	5	28	37	41	14	23	27	12	13	31	2	17	3	3	-	-	-	-	-	-						
MANUFACTURING -----	118	39.5	133.50	126.50	114.50-152.00	-	3	2	13	25	21	4	16	21	6	-	4	-	3	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	141	39.0	155.50	157.00	123.00-189.50	-	-	3	15	12	20	10	7	6	6	13	27	2	14	3	3	-	-	-	-	-	-						
PUBLIC UTILITIES -----	86	39.5	177.50	189.50	163.00-189.50	-	-	-	-	1	7	5	4	2	6	13	27	2	13	3	3	-	-	-	-	-	-						
SECRETARIES -----	2,719	39.0	189.00	183.00	157.00-217.00	-	-	-	3	12	51	138	256	280	266	273	227	224	220	147	301	192	71	33	17	8	-						
MANUFACTURING -----	1,735	39.0	191.50	185.00	159.00-221.50	-	-	-	-	2	23	79	180	163	169	171	131	136	142	95	204	165	39	20	9	7	-						
NONMANUFACTURING -----	984	39.0	184.50	180.00	156.00-208.00	-	-	-	3	10	28	59	76	117	97	102	96	88	78	52	97	27	32	13	8	1	-						
PUBLIC UTILITIES -----	186	40.0	227.00	227.00	207.00-243.00	-	-	-	-	-	-	-	2	2	5	7	14	31	19	57	15	24	5	5	-	-	-						
WHOLESALE TRADE -----	81	40.0	198.00	201.50	149.50-227.00	-	-	-	-	-	2	10	9	3	-	1	10	5	7	6	16	4	3	4	1	-	-						
RETAIL TRADE -----	177	39.5	165.50	164.50	148.00-183.00	-	-	-	2	6	10	12	16	28	22	25	17	21	7	7	4	-	-	-	-	-	-						
FINANCE -----	522	38.0	173.00	169.50	153.00-190.00	-	-	-	1	4	16	37	51	84	69	70	58	46	33	18	20	6	4	4	1	-	-						

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Cleveland, Ohio, September 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
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See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 110 and under	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460	\$ 480	\$ 500 and over	
						120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	over			
ALL WORKERS																													
COMPUTER OPERATORS, CLASS A -----	219	39.0	\$ 235.50	\$ 218.50	\$ 193.00-265.50	-	-	-	-	6	21	41	43	25	23	10	10	13	11	14	2	-	-	-	-	-	-	-	-
MANUFACTURING -----	106	39.5	225.00	212.50	196.50-242.00	-	-	-	-	-	3	29	32	11	13	4	8	2	1	2	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	113	38.5	245.00	230.00	187.00-319.50	-	-	-	-	6	18	12	11	14	10	6	2	11	10	12	1	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	43	39.0	316.00	325.00	306.50-343.00	-	-	-	-	-	-	-	-	2	1	4	2	11	10	12	1	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	473	39.0	199.00	192.50	171.50-215.00	-	-	12	17	42	89	113	94	36	27	21	5	5	6	6	-	-	-	-	-	-	-	-	
MANUFACTURING -----	276	39.5	208.00	194.00	173.00-236.00	-	-	1	7	24	56	58	45	18	26	21	3	5	6	6	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	197	38.5	186.50	191.00	164.00-203.50	-	-	11	10	18	33	55	49	18	1	-	2	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	50	40.0	188.00	195.50	164.00-205.00	-	-	7	-	2	9	8	13	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	71	38.0	176.50	180.50	154.00-193.00	-	-	2	8	12	13	26	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS C -----	268	39.5	165.50	169.00	141.00-196.50	17	32	16	40	18	43	35	62	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	61	40.0	159.50	149.50	145.00-167.00	3	2	3	23	11	9	6	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	207	39.5	167.50	176.00	137.00-203.00	14	30	13	17	7	34	29	61	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	354	39.0	297.00	284.00	253.00-332.00	-	-	-	-	-	-	3	21	14	80	53	41	32	28	22	27	11	8	5	3	6	-		
MANUFACTURING -----	212	39.5	289.00	281.00	255.50-317.00	-	-	-	-	-	-	2	9	6	47	42	30	29	17	12	11	2	2	3	-	-	-		
NONMANUFACTURING -----	142	38.5	309.00	291.50	250.00-362.00	-	-	-	-	-	-	1	12	8	33	11	11	3	11	10	16	9	6	2	3	6	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	506	39.0	257.50	249.50	218.50-297.00	-	-	-	-	1	1	48	83	77	90	58	29	30	57	26	6	-	-	-	-	-	-		
MANUFACTURING -----	197	39.5	255.00	248.50	224.00-276.50	-	-	-	-	-	-	7	37	29	57	22	12	12	14	7	-	-	-	-	-	-	-		
NONMANUFACTURING -----	309	38.5	259.50	249.50	209.00-305.50	-	-	-	-	1	1	41	46	48	33	36	17	18	43	19	6	-	-	-	-	-	-		
FINANCE -----	61	38.0	226.00	224.00	207.50-242.50	-	-	-	-	-	-	5	19	19	17	1	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	167	39.0	208.00	204.50	167.50-238.00	-	-	8	-	10	32	30	28	21	17	7	7	2	4	-	-	1	-	-	-	-	-		
MANUFACTURING -----	69	39.0	230.50	227.00	210.00-250.50	-	-	-	-	-	9	6	15	11	11	7	7	2	1	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	98	39.0	192.50	184.50	160.50-215.00	-	-	8	-	10	23	24	13	10	6	-	-	-	3	-	-	1	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	361	39.0	364.00	358.00	325.00-414.00	-	-	-	-	-	-	-	6	-	11	32	21	19	41	54	28	31	37	40	19	22	-		
MANUFACTURING -----	192	39.5	369.50	367.50	332.00-403.00	-	-	-	-	-	-	-	-	-	1	12	10	8	24	33	22	25	26	18	6	7	-		
NONMANUFACTURING -----	169	38.5	357.50	343.50	297.00-433.50	-	-	-	-	-	-	-	6	-	10	20	11	11	17	21	6	6	11	22	13	15	-		
PUBLIC UTILITIES -----	71	39.0	429.50	433.50	410.50-452.50	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	4	5	11	22	13	*13	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	291	39.0	313.50	314.00	272.50-348.00	-	-	-	-	-	-	-	2	19	24	43	37	33	37	44	25	8	8	10	1	-	-		
MANUFACTURING -----	98	39.5	324.00	326.00	292.00-354.00	-	-	-	-	-	-	-	-	2	4	7	14	18	13	21	14	2	2	-	1	-	-		
NONMANUFACTURING -----	193	39.0	308.50	299.00	267.00-342.00	-	-	-	-	-	-	-	2	17	20	36	23	15	24	23	11	6	6	10	-	-	-		
FINANCE -----	51	39.0	302.50	307.00	278.50-330.00	-	-	-	-	-	-	-	-	2	3	9	9	5	16	6	1	-	-	-	-	-	-		
DRAFTERS, CLASS A -----	694	40.0	267.00	261.50	237.00-293.50	-	-	-	-	1	-	5	50	129	144	147	64	81	51	4	2	15	-	-	1	-	-		
MANUFACTURING -----	522	40.0	265.00	261.00	234.00-280.50	-	-	-	-	1	-	5	50	120	70	123	41	44	49	2	1	15	-	-	1	-	-		
DRAFTERS, CLASS B -----	629	40.0	216.00	212.50	190.00-237.00	-	-	-	2	6	80	142	141	111	74	45	16	12	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	478	40.0	214.00	212.00	192.00-233.50	-	-	-	1	6	43	133	100	99	63	25	6	2	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	151	40.0	223.00	213.00	184.00-264.00	-	-	-	1	-	37	9	41	12	11	20	10	10	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	43	40.0	267.00	272.50	237.00-293.00	-	-	-	-	-	-	-	6	7	4	6	10	10	-	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS C -----	339	40.0	177.00	172.50	146.00-203.50	29	14	37	19	17	71	34	79	26	7	3	2	1	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	246	40.0	167.00	161.00	137.00-186.50	29	14	31	19	16	67	23	20	16	7	1	2	1	-	-	-	-	-	-	-	-	-		

* Workers were distributed as follows: 12 at \$460 to \$480; and 1 at \$500 to \$520.

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Cleveland, Ohio, September 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						110	120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460			
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	over			
ALL WORKERS-- CONTINUED																													
DRAFTERS-TRACERS -----	76	40.0	\$ 143.00	\$ 136.00	\$ 126.50-156.50	9	13	20	5	17	7	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS -----	630	40.0	197.50	198.00	171.50-222.50	-	4	12	72	22	92	128	120	116	49	-	3	4	8	-	-	-	-	-	-	-			
MANUFACTURING -----	567	40.0	198.50	201.50	176.00-223.50	-	4	12	61	22	63	117	120	116	42	-	2	-	8	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	201 191	40.0 40.0	225.50 223.50	229.00 228.00	215.00-235.00 215.00-231.00	-	-	-	-	6	3	6	55	84	42	-	2	3	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	313 271	39.5 40.0	185.00 186.00	185.50 187.50	156.00-203.50 149.50-205.50	-	-	12	57	10	43	93	57	32	7	-	1	1	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	108 97	39.5 40.0	172.50 176.00	177.00 177.00	167.50-183.50 171.50-186.50	-	4	-	15	6	46	29	8	-	-	-	-	-	-	-	-	-	-	-	-	-			
NURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	189 168	40.0 40.0	236.00 236.50	231.50 230.50	212.50-256.50 212.50-254.00	-	-	1	-	2	8	14	46	37	35	24	9	12	1	-	-	-	-	-	-	-			
						-	-	-	-	1	6	13	45	34	31	17	8	12	1	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 110 and under	\$ 120	\$ 130	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460	\$ 480			
						120	130	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	480	over			
ALL WORKERS			\$	\$	\$																								
COMPUTER OPERATORS, CLASS A -----	162	39.5	249.00	237.00	200.50-298.50	-	-	-	-	8	29	29	19	17	10	10	13	11	14	2	-	-	-	-	-	-	-		
MANUFACTURING -----	85	39.5	231.50	218.50	198.00-251.00	-	-	-	-	2	21	20	11	13	4	8	2	1	2	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	77	39.0	268.00	266.00	205.00-325.00	-	-	-	-	6	8	9	8	4	6	2	11	10	12	1	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	43	39.0	316.00	325.00	306.50-343.00	-	-	-	-	-	-	-	2	1	4	2	11	10	12	1	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	310	39.0	206.50	195.50	175.00-221.50	-	-	3	31	58	72	60	24	19	21	5	5	6	6	-	-	-	-	-	-	-	-		
MANUFACTURING -----	178	39.5	218.50	206.50	175.00-253.50	-	-	1	13	37	31	21	16	18	21	3	5	6	6	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	132	38.5	190.00	192.50	175.50-205.00	-	-	2	18	21	41	39	8	1	-	2	-	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	61	38.0	181.50	185.00	166.00-195.50	-	-	-	12	13	26	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	184	39.5	175.50	178.00	152.50-203.00	2	16	11	31	36	21	62	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	149	39.5	176.50	186.00	150.00-203.00	2	14	11	17	27	15	61	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	250	39.0	315.00	308.00	264.50-359.50	-	-	-	-	-	3	4	7	39	23	37	29	28	20	27	11	8	5	3	6	-	-		
MANUFACTURING -----	141	39.5	304.50	305.00	270.00-330.00	-	-	-	-	-	2	2	1	22	14	26	29	17	10	11	2	2	3	-	-	-	-		
NONMANUFACTURING -----	109	38.0	328.50	328.00	261.00-377.00	-	-	-	-	-	1	2	6	17	9	11	-	11	10	16	9	6	2	3	6	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	409	39.0	268.00	259.00	232.00-304.50	-	-	-	1	1	13	51	63	80	52	29	30	57	26	6	-	-	-	-	-	-	-		
MANUFACTURING -----	166	39.5	259.00	252.50	230.00-283.00	-	-	-	-	-	7	24	21	47	22	12	12	14	7	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	243	38.5	274.00	263.00	234.50-325.00	-	-	-	1	1	6	27	42	33	30	17	18	43	19	6	-	-	-	-	-	-	-		
FINANCE -----	59	38.0	226.50	224.50	207.50-243.00	-	-	-	-	-	3	19	19	17	1	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	128	39.0	223.50	218.50	188.50-245.00	-	-	1	3	9	30	26	21	17	7	7	2	4	-	-	1	-	-	-	-	-	-		
MANUFACTURING -----	60	39.0	238.50	239.00	214.50-265.00	-	-	-	-	2	6	13	11	11	7	7	2	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	68	39.5	210.00	195.00	182.50-236.00	-	-	1	3	7	24	13	10	6	-	-	-	3	-	-	1	-	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	264	39.0	381.00	389.50	336.50-430.50	-	-	-	-	-	-	-	-	5	9	15	19	25	24	28	31	29	40	19	13	7			
MANUFACTURING -----	151	39.5	375.50	378.00	338.00-413.00	-	-	-	-	-	-	-	-	1	7	10	8	14	15	22	25	18	18	6	1	6			
NONMANUFACTURING -----	113	39.0	388.00	409.50	336.50-434.00	-	-	-	-	-	-	-	-	4	2	5	11	11	9	6	6	11	22	13	12	1			
PUBLIC UTILITIES -----	71	39.0	429.50	433.50	410.50-452.50	-	-	-	-	-	-	-	-	-	-	-	1	2	-	4	5	11	22	13	12	1			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	231	39.5	323.50	325.50	287.00-356.00	-	-	-	-	-	-	2	7	11	31	27	31	26	44	25	8	8	10	1	-	-			
MANUFACTURING -----	94	39.5	326.00	330.00	300.50-354.50	-	-	-	-	-	-	-	2	4	7	10	18	13	21	14	2	2	-	1	-	-			
NONMANUFACTURING -----	137	39.5	322.00	320.00	274.50-358.00	-	-	-	-	-	-	2	5	7	24	17	13	13	23	11	6	6	10	-	-	-			
DRAFTERS, CLASS A -----	330	40.0	268.50	260.00	230.00-303.50	-	-	-	1	-	5	43	69	46	52	19	32	41	4	2	15	-	-	1	-	-			
MANUFACTURING -----	317	40.0	267.00	258.00	229.50-303.50	-	-	-	1	-	5	43	69	44	52	17	28	39	2	1	15	-	-	1	-	-			
DRAFTERS, CLASS B -----	256	40.0	224.50	219.50	193.00-253.00	-	-	-	8	15	59	49	43	26	29	16	11	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	208	40.0	216.00	211.00	192.00-234.00	-	-	-	7	14	59	43	34	21	23	6	1	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING: PUBLIC UTILITIES -----	43	40.0	267.00	272.50	237.00-293.00	-	-	-	-	-	-	6	7	4	6	10	10	-	-	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS C -----	192	40.0	192.00	203.00	164.50-208.50	1	5	11	19	38	20	67	20	7	3	-	1	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	126	40.0	184.00	173.00	159.50-215.50	1	5	11	18	34	15	17	16	7	1	-	1	-	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS -----	140	40.0	220.00	213.00	192.00-233.00	-	-	-	2	6	42	29	36	10	-	3	4	8	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	135	40.0	217.00	213.00	192.00-229.50	-	-	-	2	6	42	29	36	10	-	2	-	8	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS B -----	70	40.0	217.00	222.00	195.50-227.50	-	-	-	-	-	21	12	32	3	-	1	1	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	68	40.0	214.50	222.00	195.50-227.50	-	-	-	-	-	21	12	32	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) -----	167	40.0	237.50	231.50	214.50-261.00	-	-	1	2	8	9	40	35	26	24	9	12	1	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	146	40.0	238.50	230.50	214.00-261.00	-	-	-	1	6	8	39	32	22	17	8	12	1	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex,
in Cleveland, Ohio, September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	256	40.0	209.50	CLERKS, FILE, CLASS A -----	101	39.0	141.00	SECRETARIES - CONTINUED			
MANUFACTURING -----	135	40.0	221.00	NONMANUFACTURING -----	86	39.0	135.00	SECRETARIES, CLASS B -----	1,122	39.0	194.00
NONMANUFACTURING -----	121	40.0	197.50					MANUFACTURING -----	563	39.5	202.50
PUBLIC UTILITIES -----	48	40.0	231.00	CLERKS, FILE, CLASS B -----	456	38.5	125.50	NONMANUFACTURING -----	559	38.5	185.00
CLERKS, ACCOUNTING, CLASS B -----	104	39.5	155.50	MANUFACTURING -----	112	39.5	129.00	PUBLIC UTILITIES -----	75	40.0	228.50
NONMANUFACTURING -----	75	40.0	149.00	NONMANUFACTURING -----	344	38.5	124.50	WHOLESALE TRADE -----	91	39.5	171.50
CLERKS, ORDER -----	312	40.0	173.00	WHOLESALE TRADE -----	55	39.5	113.50	RETAIL TRADE -----	68	39.5	173.50
MANUFACTURING -----	113	40.0	215.50	FINANCE -----	173	37.0	112.50	FINANCE -----	238	37.5	184.00
NONMANUFACTURING -----	199	40.0	148.50	CLERKS, FILE, CLASS C -----	293	39.5	167.50	SERVICES -----	87	38.5	174.00
WHOLESALE TRADE -----	196	40.0	149.50	NONMANUFACTURING -----	255	39.5	107.00	SECRETARIES, CLASS C -----	1,795	39.0	175.50
MESSENGERS -----	250	39.0	135.00	WHOLESALE TRADE -----	70	40.0	104.00	MANUFACTURING -----	919	39.5	180.00
MANUFACTURING -----	75	39.0	137.00	FINANCE -----	109	38.5	108.50	NONMANUFACTURING -----	876	38.5	170.50
NONMANUFACTURING -----	175	39.0	134.50	CLERKS, ORDER -----	607	39.5	142.00	PUBLIC UTILITIES -----	140	40.0	208.00
PUBLIC UTILITIES -----	39	40.0	184.00	MANUFACTURING -----	340	39.5	136.50	WHOLESALE TRADE -----	96	40.0	179.00
FINANCE -----	71	38.0	128.50	NONMANUFACTURING -----	267	39.5	149.00	RETAIL TRADE -----	121	39.0	162.00
				WHOLESALE TRADE -----	166	40.0	163.00	FINANCE -----	457	38.0	161.00
OFFICE OCCUPATIONS - WOMEN				CLERKS, RAYROLL -----	575	39.5	163.00	SERVICES -----	62	37.5	155.50
BILLERS, MACHINE (BILLING MACHINE) -----	92	40.0	138.50	MANUFACTURING -----	390	39.5	168.50	SECRETARIES, CLASS D -----	1,321	38.5	155.50
NONMANUFACTURING -----	51	40.0	140.50	NONMANUFACTURING -----	185	39.0	151.00	MANUFACTURING -----	713	39.5	167.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	111	39.0	130.50	RETAIL TRADE -----	72	39.0	131.00	NONMANUFACTURING -----	608	38.0	143.00
NONMANUFACTURING -----	71	39.0	117.50	KEYPUNCH OPERATORS, CLASS A -----	903	39.5	157.50	PUBLIC UTILITIES -----	61	38.5	168.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	93	39.5	150.00	MANUFACTURING -----	585	39.5	159.00	WHOLESALE TRADE -----	124	38.0	137.50
MANUFACTURING -----	54	39.5	155.00	NONMANUFACTURING -----	318	39.0	155.50	FINANCE -----	241	37.5	142.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	195	39.0	132.50	PUBLIC UTILITIES -----	66	40.0	180.00	SERVICES -----	97	39.0	137.00
MANUFACTURING -----	107	39.0	134.50	WHOLESALE TRADE -----	77	39.5	159.50	STENOGRAPHERS, GENERAL -----	864	39.0	153.50
NONMANUFACTURING -----	88	39.0	130.50	FINANCE -----	139	38.5	144.00	MANUFACTURING -----	376	39.5	153.00
CLERKS, ACCOUNTING, CLASS A -----	1,407	39.0	168.50	KEYPUNCH OPERATORS, CLASS B -----	836	39.0	147.00	NONMANUFACTURING -----	488	39.0	153.50
MANUFACTURING -----	661	39.5	174.00	MANUFACTURING -----	307	39.5	152.50	PUBLIC UTILITIES -----	177	40.0	190.50
NONMANUFACTURING -----	746	39.0	163.50	NONMANUFACTURING -----	529	39.0	144.00	FINANCE -----	220	38.0	127.00
PUBLIC UTILITIES -----	177	40.0	205.50	PUBLIC UTILITIES -----	132	40.0	187.00	STENOGRAPHERS, SENIOR -----	737	39.5	177.50
WHOLESALE TRADE -----	140	40.0	148.50	WHOLESALE TRADE -----	143	39.5	137.00	MANUFACTURING -----	423	39.5	173.00
RETAIL TRADE -----	179	38.5	145.50	RETAIL TRADE -----	76	39.0	124.00	NONMANUFACTURING -----	314	39.5	183.50
FINANCE -----	184	38.0	152.00	FINANCE -----	140	38.0	125.50	FINANCE -----	66	38.0	150.50
SERVICES -----	66	38.0	163.00	MESSENGERS -----	193	39.0	131.50	SWITCHBOARD OPERATORS -----	407	39.5	144.00
CLERKS, ACCOUNTING, CLASS B -----	1,952	39.0	139.50	MANUFACTURING -----	97	39.0	122.00	MANUFACTURING -----	146	39.5	165.00
MANUFACTURING -----	800	39.5	142.00	NONMANUFACTURING -----	96	39.0	141.50	NONMANUFACTURING -----	261	39.5	132.00
NONMANUFACTURING -----	1,152	39.0	138.00	PUBLIC UTILITIES -----	47	39.5	172.50	PUBLIC UTILITIES -----	47	40.0	187.00
PUBLIC UTILITIES -----	144	39.5	211.00	SECRETARIES -----	4,624	39.0	178.00	FINANCE -----	57	38.5	131.00
WHOLESALE TRADE -----	274	39.5	136.50	MANUFACTURING -----	2,479	39.5	185.50	SERVICES -----	91	39.5	114.00
RETAIL TRADE -----	415	39.0	119.00	NONMANUFACTURING -----	2,145	38.5	169.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	672	39.0	131.50
FINANCE -----	184	37.5	132.50	PUBLIC UTILITIES -----	311	39.5	213.00	MANUFACTURING -----	335	39.5	134.00
SERVICES -----	135	39.0	129.00	WHOLESALE TRADE -----	335	39.0	161.50	NONMANUFACTURING -----	337	38.5	129.50
				RETAIL TRADE -----	281	38.5	159.50	WHOLESALE TRADE -----	141	39.5	135.50
				FINANCE -----	958	38.0	163.50	FINANCE -----	83	37.5	121.50
				SERVICES -----	260	38.5	156.50	SERVICES -----	71	38.5	123.50
				SECRETARIES, CLASS A -----	378	39.0	222.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	237	38.5	137.00
				MANUFACTURING -----	277	39.0	219.50	MANUFACTURING -----	105	39.5	140.50
				NONMANUFACTURING -----	101	39.5	228.00	NONMANUFACTURING -----	132	37.5	134.50
				PUBLIC UTILITIES -----	35	40.0	276.00	FINANCE -----	75	36.5	131.00

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Cleveland, Ohio, September 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ¹)		Sex, occupation, and industry division	Number of workers	Average (mean ¹)		Sex, occupation, and industry division	Number of workers	Average (mean ¹)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$
TYPISTS, CLASS A -----	876	39.0	150.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	383	39.0	257.50	ELECTRONICS TECHNICIANS--CONTINUED			
MANUFACTURING -----	380	39.5	152.50	MANUFACTURING -----	153	39.5	255.00	ELECTRONICS TECHNICIANS, CLASS B--MANUFACTURING -----	296	39.5	185.50
NONMANUFACTURING -----	496	38.5	148.00	NONMANUFACTURING -----	230	38.5	259.50	254	40.0	186.50	
FINANCE -----	232	38.0	143.50					ELECTRONICS TECHNICIANS, CLASS C--MANUFACTURING -----	95	39.5	173.50
SERVICES -----	125	38.5	138.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	116	39.0	212.00	84	40.0	177.50	
TYPISTS, CLASS B -----	1,536	39.0	126.50	NONMANUFACTURING -----	69	39.5	191.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
MANUFACTURING -----	461	40.0	131.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	315	39.0	366.50	COMPUTER OPERATORS, CLASS A: NONMANUFACTURING: PUBLIC UTILITIES -----	26	39.0	316.50
NONMANUFACTURING -----	1,075	39.0	124.50	MANUFACTURING -----	181	39.5	373.00	COMPUTER OPERATORS, CLASS B -----	120	39.0	191.00
WHOLESALE TRADE -----	273	40.0	112.50	NONMANUFACTURING -----	134	38.5	357.50	86	38.5	191.50	
FINANCE -----	409	37.5	116.50	PUBLIC UTILITIES -----	52	39.0	427.00	COMPUTER OPERATORS, CLASS C -----	116	39.5	180.50
SERVICES -----	145	39.5	111.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	230	39.0	312.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	84	39.0	296.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				MANUFACTURING -----	91	39.5	326.50	50	39.5	276.00	
COMPUTER OPERATORS, CLASS A -----	184	39.0	226.50	NONMANUFACTURING -----	139	39.0	302.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	123	38.5	257.00
MANUFACTURING -----	104	39.5	224.50	PUBLIC UTILITIES -----	51	39.5	344.50	79	38.0	258.50	
NONMANUFACTURING -----	80	38.5	229.50	ORAFTERS, CLASS A -----	682	40.0	267.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	51	39.0	199.00
COMPUTER OPERATORS, CLASS B -----	353	39.5	202.00	MANUFACTURING -----	510	40.0	265.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	61	39.5	320.00
MANUFACTURING -----	242	39.5	210.50	ORAFTERS, CLASS B -----	572	40.0	217.50	ORAFTERS, CLASS B -----	57	40.0	203.50
NONMANUFACTURING -----	111	39.0	183.00	MANUFACTURING -----	438	40.0	214.50	NURSES, INDUSTRIAL (REGISTERED) ---	189	40.0	236.00
FINANCE -----	51	38.0	183.00	NONMANUFACTURING -----	134	40.0	227.00	168	40.0	236.50	
COMPUTER OPERATORS, CLASS C -----	152	39.0	154.00	PUBLIC UTILITIES -----	43	40.0	267.00				
NONMANUFACTURING -----	108	39.0	150.50	ORAFTERS, CLASS C -----	257	40.0	172.00				
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	270	39.0	297.00	MANUFACTURING -----	221	40.0	167.50				
MANUFACTURING -----	162	39.5	293.00	ELECTRONICS TECHNICIANS -----	600	40.0	199.00				
NONMANUFACTURING -----	108	38.5	304.00	MANUFACTURING -----	537	40.0	200.00				
PUBLIC UTILITIES -----	38	38.5	392.00	ELECTRONICS TECHNICIANS, CLASS A--MANUFACTURING -----	201	40.0	225.50				
					191	40.0	223.50				

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Cleveland, Ohio, September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS WOMEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			\$
CLERKS, ACCOUNTING, CLASS A -----	140	40.0	229.00	SECRETARIES -----	2,711	39.0	189.00	COMPUTER OPERATORS, CLASS A -----	133	39.5	236.00
MANUFACTURING -----	77	40.0	236.50	MANUFACTURING -----	1,730	39.0	191.50	MANUFACTURING -----	83	39.5	231.00
NONMANUFACTURING -----	63	40.0	220.00	NONMANUFACTURING -----	981	39.0	184.50	NONMANUFACTURING -----	50	39.0	244.00
PUBLIC UTILITIES -----	48	40.0	231.00	PUBLIC UTILITIES -----	184	40.0	226.50				
MESSENGERS -----	130	39.0	150.50	WHOLESALE TRADE -----	81	40.0	198.00	COMPUTER OPERATORS, CLASS B -----	231	39.0	211.00
MANUFACTURING -----	54	39.0	144.00	RETAIL TRADE -----	177	39.5	165.50	MANUFACTURING -----	148	39.5	225.00
NONMANUFACTURING -----	76	39.5	155.00	FINANCE -----	521	38.0	173.00	NONMANUFACTURING -----	83	38.5	185.50
PUBLIC UTILITIES -----	39	40.0	184.00					FINANCE -----	51	38.0	183.00
				SECRETARIES, CLASS A -----	198	39.0	232.50				
OFFICE OCCUPATIONS - WOMEN				MANUFACTURING -----	166	39.0	230.00	COMPUTER OPERATORS, CLASS C -----	95	39.0	161.50
								NONMANUFACTURING -----	64	39.0	157.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	86	38.5	136.00	SECRETARIES, CLASS B -----	640	39.0	210.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	190	39.0	314.00
NONMANUFACTURING -----	53	39.0	135.50	MANUFACTURING -----	392	39.5	211.00	MANUFACTURING -----	113	39.5	305.50
				NONMANUFACTURING -----	248	39.0	208.00	NONMANUFACTURING -----	77	38.0	327.00
CLERKS, ACCOUNTING, CLASS A -----	723	39.5	182.00	PUBLIC UTILITIES -----	42	40.0	250.00	PUBLIC UTILITIES -----	38	38.5	392.00
MANUFACTURING -----	419	39.5	179.00	RETAIL TRADE -----	68	39.5	173.50				
NONMANUFACTURING -----	304	39.5	185.50	FINANCE -----	116	38.0	203.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	298	39.0	269.50
RETAIL TRADE -----	74	39.5	143.50					MANUFACTURING -----	122	39.5	261.00
CLERKS, ACCOUNTING, CLASS B -----	747	39.5	151.00	SECRETARIES, CLASS C -----	1,275	39.0	180.50	NONMANUFACTURING -----	176	38.5	276.00
MANUFACTURING -----	377	39.5	144.00	MANUFACTURING -----	745	39.5	181.50				
NONMANUFACTURING -----	370	39.5	158.00	NONMANUFACTURING -----	530	39.0	178.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	87	39.0	231.00
PUBLIC UTILITIES -----	115	40.0	226.00	PUBLIC UTILITIES -----	105	40.0	216.00				
RETAIL TRADE -----	219	39.5	125.50	WHOLESALE TRADE -----	57	40.0	183.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	235	39.0	378.00
CLERKS, FILE, CLASS B -----	160	38.5	148.00	RETAIL TRADE -----	80	39.5	159.50	MANUFACTURING -----	145	39.0	377.00
NONMANUFACTURING -----	113	38.5	148.00	FINANCE -----	279	38.5	168.00	NONMANUFACTURING -----	90	39.0	379.50
CLERKS, FILE, CLASS C -----	72	39.5	113.00	SECRETARIES, CLASS D -----	590	39.0	170.50	RUBLIC UTILITIES -----	52	39.0	427.00
CLERKS, ORDER -----	182	40.0	143.00	MANUFACTURING -----	420	39.0	175.50				
MANUFACTURING -----	143	40.0	141.50	NONMANUFACTURING -----	170	38.5	158.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	175	39.5	325.00
CLERKS, PAYROLL -----	287	39.5	171.00	STENOGRAPHERS, GENERAL -----	576	39.5	166.00	MANUFACTURING -----	87	39.5	328.50
MANUFACTURING -----	176	39.5	179.00	MANUFACTURING -----	306	39.5	159.00	NONMANUFACTURING -----	88	39.0	322.00
NONMANUFACTURING -----	111	39.5	159.00	NONMANUFACTURING -----	270	39.5	174.00	RUBLIC UTILITIES -----	51	39.5	344.50
KEYPUNCH OPERATORS, CLASS A -----	537	39.5	163.00	PUBLIC UTILITIES -----	170	40.0	194.00				
MANUFACTURING -----	356	39.5	166.00	FINANCE -----	82	38.0	137.50	DRAFTERS, CLASS A -----	327	40.0	269.00
NONMANUFACTURING -----	181	39.0	157.50	STENOGRAPHERS, SENIOR -----	528	39.5	180.00	MANUFACTURING -----	314	40.0	267.00
FINANCE -----	71	38.5	146.00	MANUFACTURING -----	290	39.5	174.50				
KEYPUNCH OPERATORS, CLASS B -----	467	39.0	158.00	SWITCHBOARD OPERATORS -----	243	39.5	158.00	DRAFTERS, CLASS B -----	240	40.0	226.00
MANUFACTURING -----	161	39.5	167.00	MANUFACTURING -----	126	39.5	168.00	MANUFACTURING -----	194	40.0	216.50
NONMANUFACTURING -----	306	39.0	153.00	NONMANUFACTURING -----	117	39.0	147.50	NONMANUFACTURING -----	43	40.0	267.00
PUBLIC UTILITIES -----	118	40.0	192.50	RUBLIC UTILITIES -----	45	40.0	185.50				
RETAIL TRADE -----	76	39.0	124.00	SWITCHBOARD OPERATOR-RECERTIONISTS -----	74	39.5	148.00	DRAFTERS, CLASS C -----	120	40.0	190.50
FINANCE -----	91	38.0	129.00	MANUFACTURING -----	50	40.0	152.00	MANUFACTURING -----	108	40.0	168.00
MESSENGERS -----	129	39.5	140.00	TYPISTS, CLASS A -----	592	39.0	153.50	ELECTRONICS TECHNICIANS -----	133	40.0	221.50
MANUFACTURING -----	64	39.5	124.00	MANUFACTURING -----	283	39.5	155.00	MANUFACTURING -----	128	40.0	218.00
NONMANUFACTURING -----	65	39.0	156.00	NONMANUFACTURING -----	309	38.5	152.00				
PUBLIC UTILITIES -----	47	39.5	172.50	FINANCE -----	152	38.0	144.00	ELECTRONICS TECHNICIANS, CLASS B -----	68	40.0	217.50
				TYPISTS, CLASS B -----	687	39.5	138.50	MANUFACTURING -----	66	40.0	215.00
				MANUFACTURING -----	295	39.5	131.50				
				NONMANUFACTURING -----	392	39.0	144.00				
				FINANCE -----	154	38.0	120.50				

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Cleveland, Ohio, September 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
COMPUTER OPERATORS, CLASS A: NONMANUFACTURING: PUBLIC UTILITIES -----	26	39.0	\$ 316.50	COMPUTER OPERATORS, CLASS B -----	79	38.5	\$ 193.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	111	38.5	\$ 263.50
				COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	60	38.5	317.00	NONMANUFACTURING -----	67	38.0	269.50
								NURSES, INDUSTRIAL (REGISTERED) ---	167	40.0	237.50
								MANUFACTURING -----	146	40.0	238.50

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of--																										
		Mean ²	Median ²	Middle range ²	\$ 3.50 and under	\$ 3.60	\$ 3.70	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20	\$ 8.60	\$ 9.00 and over				
ALL WORKERS																															
BOILER TENDERS -----	170	\$ 5.57	\$ 5.43	\$ 4.70- 6.26	-	-	-	36	-	-	-	22	17	-	9	7	-	12	13	22	3	-	29	-	-	-	-	-			
MANUFACTURING -----	168	5.58	5.43	4.70- 6.26	-	-	-	36	-	-	-	20	17	-	9	7	-	12	13	22	3	-	29	-	-	-	-	-			
CARPENTERS, MAINTENANCE -----	306	6.60	6.54	5.60- 7.38	-	-	-	9	9	-	1	-	13	16	26	2	33	14	9	28	16	55	48	2	-	2	23				
MANUFACTURING -----	218	6.27	6.34	5.60- 7.38	-	-	-	9	6	-	-	-	13	14	4	2	33	14	6	28	16	25	48	-	-	-	-				
NONMANUFACTURING -----	88	7.41	7.16	5.30- 9.20	-	-	-	-	3	-	1	-	-	2	22	-	-	-	3	-	-	30	-	2	-	2	*23				
ELECTRICIANS, MAINTENANCE -----	1,825	6.84	7.23	5.93- 7.78	-	-	-	-	2	40	18	16	54	100	41	80	73	86	42	84	141	292	386	336	17	15	2				
MANUFACTURING -----	1,642	6.88	7.28	5.93- 7.78	-	-	-	-	-	36	18	8	43	92	40	80	62	78	39	83	99	214	385	335	17	13	-				
NONMANUFACTURING -----	183	6.50	6.99	5.85- 7.04	-	-	-	-	2	4	-	8	11	8	1	-	11	8	3	1	42	78	1	1	-	2	2				
ENGINEERS, STATIONARY -----	267	6.48	6.47	6.01- 6.91	1	-	-	-	1	4	2	2	-	-	13	7	15	18	29	82	37	13	25	14	-	4	-				
MANUFACTURING -----	235	6.59	6.54	6.02- 6.98	-	-	-	-	-	-	-	-	-	-	12	7	15	18	23	67	37	13	25	14	-	4	-				
HELPERS, MAINTENANCE TRADES -----	305	5.36	5.54	4.61- 6.04	9	9	-	12	12	19	11	22	4	28	4	25	13	43	47	38	7	-	-	1	-	-	1				
MANUFACTURING -----	283	5.39	5.63	4.61- 6.11	9	9	-	12	10	9	11	22	4	27	4	21	13	38	47	38	7	-	-	1	-	-	1				
MACHINE-TOOL OPERATORS, TOOLROOM -----	764	6.82	6.55	6.33- 7.77	-	-	-	-	-	-	-	-	-	35	50	16	39	11	22	215	38	12	296	30	-	-	-				
MANUFACTURING -----	764	6.82	6.55	6.33- 7.77	-	-	-	-	-	-	-	-	-	35	50	16	39	11	22	215	38	12	296	30	-	-	-				
MACHINISTS, MAINTENANCE -----	633	6.28	6.13	5.60- 7.14	-	-	-	-	-	6	9	-	19	25	24	72	72	78	17	25	116	124	36	7	2	-	1				
MANUFACTURING -----	630	6.28	6.13	5.60- 7.14	-	-	-	-	-	6	9	-	19	25	24	72	72	78	17	22	116	124	36	7	2	-	1				
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	838	6.70	6.95	6.21- 7.31	-	-	-	-	-	16	30	4	-	-	50	22	18	21	48	147	139	144	165	34	-	-	-				
MANUFACTURING -----	324	6.73	7.17	5.74- 7.68	-	-	-	-	-	3	-	4	-	-	50	19	10	11	3	38	17	28	141	-	-	-	-				
NONMANUFACTURING -----	514	6.67	6.95	6.43- 7.21	-	-	-	-	-	13	30	-	-	-	-	3	8	10	45	109	122	116	24	34	-	-	-				
PUBLIC UTILITIES -----	392	6.88	6.98	6.59- 7.21	-	-	-	-	-	12	-	-	-	-	-	-	-	-	38	89	85	114	20	34	-	-	-				
WHOLESALE TRADE -----	78	5.74	5.95	4.57- 6.80	-	-	-	-	-	-	30	-	-	-	-	-	6	10	7	-	19	2	4	-	-	-	-				
MECHANICS, MAINTENANCE -----	2,313	6.63	6.94	5.60- 7.77	-	-	-	-	72	58	20	17	106	118	88	106	84	82	25	214	214	288	440	374	5	2	-				
MANUFACTURING -----	2,009	6.67	7.26	5.58- 7.77	-	-	-	-	72	58	20	11	74	115	78	100	84	81	24	117	76	279	439	374	5	2	-				
NONMANUFACTURING -----	304	6.41	6.51	6.44- 6.94	-	-	-	-	-	-	-	6	32	3	10	6	-	1	1	97	138	9	1	-	-	-	-				
MILLWRIGHTS -----	1,054	7.35	7.60	7.28- 7.68	-	-	-	-	-	-	-	-	1	32	2	14	20	39	7	40	22	172	595	73	8	28	1				
MANUFACTURING -----	1,054	7.35	7.60	7.28- 7.68	-	-	-	-	-	-	-	-	1	32	2	14	20	39	7	40	22	172	595	73	8	28	1				
PAINTERS, MAINTENANCE -----	239	6.67	6.57	6.15- 7.51	-	-	-	10	-	-	-	-	1	5	6	8	23	6	1	64	22	8	73	2	1	1	8				
MANUFACTURING -----	144	6.79	7.49	5.79- 7.51	-	-	-	-	-	-	-	-	1	5	2	7	23	6	1	12	8	6	73	-	-	-	-				
NONMANUFACTURING -----	95	6.48	6.44	6.22- 6.81	-	-	-	10	-	-	-	-	-	-	4	1	-	-	-	52	14	2	-	2	1	1	8				
PIPEFITTERS, MAINTENANCE -----	674	6.90	7.41	6.24- 7.60	-	-	-	-	-	6	-	-	23	12	1	53	33	22	15	70	44	57	338	-	-	-	-				
MANUFACTURING -----	674	6.90	7.41	6.24- 7.60	-	-	-	-	-	6	-	-	23	12	1	53	33	22	15	70	44	57	338	-	-	-	-				
SHEET-METAL WORKERS, MAINTENANCE -----	209	6.85	7.60	5.16- 7.68	-	-	-	-	-	-	-	-	-	54	1	2	-	-	-	14	3	-	135	-	-	-	-				
MANUFACTURING -----	159	7.42	7.60	7.60- 7.68	-	-	-	-	-	-	-	-	-	4	1	2	-	-	-	14	3	-	135	-	-	-	-				
TOOL AND DIE MAKERS -----	1,825	6.74	6.53	5.72- 7.88	-	-	-	-	-	-	-	-	-	21	-	118	376	48	193	163	86	161	89	568	2	-	-				
MANUFACTURING -----	1,816	6.74	6.57	5.72- 7.88	-	-	-	-	-	-	-	-	-	21	-	118	376	48	193	154	86	161	89	568	2	-	-				

* Workers were distributed as follows: 2 at \$ 9 to \$ 9.40; 4 at \$ 9.80 to \$ 10.20; 6 at \$ 10.20 to \$ 10.60; 1 at \$ 10.60 to \$ 11; and 10 at \$ 11 to \$ 11.40.

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²																								
					Under \$4.30	\$4.30 and under \$4.40	\$4.40 to \$4.50	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.60	\$6.80	\$7.00	\$7.20	\$7.40	\$7.80	\$8.20	\$8.60	\$9.00	and over	
ALL WORKERS		\$	\$	\$																								
BOILER TENDERS -----	102	6.27	6.11	5.35- 7.66	-	-	-	-	-	17	-	9	7	-	12	9	16	-	-	3	-	-	29	-	-	-	-	-
MANUFACTURING -----	102	6.27	6.11	5.35- 7.66	-	-	-	-	-	17	-	9	7	-	12	9	16	-	-	3	-	-	29	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	207	7.02	6.78	5.80- 7.60	-	-	-	-	-	4	5	22	2	19	6	7	9	17	15	1	14	11	48	2	-	2	*23	
MANUFACTURING -----	155	6.73	6.78	6.19- 7.45	-	-	-	-	-	4	5	-	2	19	6	4	9	17	15	1	14	11	48	-	-	-	-	-
NONMANUFACTURING -----	52	7.89	7.85	5.30-10.41	-	-	-	-	-	-	-	22	-	-	-	3	-	-	-	-	-	-	-	2	-	2	23	
ELECTRICIANS, MAINTENANCE -----	1,425	7.22	7.61	6.86- 7.83	-	-	-	-	-	45	16	8	44	43	43	33	15	44	60	37	122	159	386	336	17	15	2	
MANUFACTURING -----	1,286	7.26	7.77	6.72- 7.83	-	-	-	-	-	34	16	7	44	42	35	32	15	43	59	6	45	158	385	335	17	13	-	
ENGINEERS, STATIONARY -----	211	6.58	6.54	6.01- 7.12	2	-	-	2	2	-	-	13	7	11	14	23	13	33	3	32	8	5	25	14	-	4	-	
MANUFACTURING -----	183	6.68	6.56	6.01- 7.29	-	-	-	-	-	-	-	12	7	11	14	17	12	19	3	32	8	5	25	14	-	4	-	
HELPERS, MAINTENANCE TRADES -----	220	5.74	5.82	5.41- 6.11	2	12	7	4	-	4	20	4	21	13	39	47	27	11	7	-	-	-	-	1	-	-	1	
MANUFACTURING -----	204	5.81	5.90	5.50- 6.14	2	2	7	4	-	4	19	4	17	13	38	47	27	11	7	-	-	-	-	1	-	-	1	
MACHINE-TOOL OPERATORS, TOOLROOM --	621	7.05	7.53	6.49- 7.77	-	-	-	-	-	-	21	26	12	8	11	8	24	137	27	9	4	8	296	30	-	-	-	
MANUFACTURING -----	621	7.05	7.53	6.49- 7.77	-	-	-	-	-	-	21	26	12	8	11	8	24	137	27	9	4	8	296	30	-	-	-	
MACHINISTS, MAINTENANCE -----	396	6.44	6.64	5.66- 7.22	-	-	-	-	-	10	20	16	30	32	66	-	2	6	52	48	11	57	36	7	2	-	1	
MANUFACTURING -----	393	6.44	6.64	5.66- 7.22	-	-	-	-	-	10	20	16	30	32	66	-	2	3	52	48	11	57	36	7	2	-	1	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	485	6.93	6.95	6.43- 7.60	-	1	-	-	-	-	-	-	9	3	11	41	26	111	15	75	21	7	149	16	-	-	-	
MANUFACTURING -----	239	7.20	7.60	6.78- 7.68	-	-	-	-	-	-	-	-	6	1	11	3	24	8	15	2	21	7	141	-	-	-	-	
NONMANUFACTURING -----	246	6.66	6.59	6.43- 6.95	-	1	-	-	-	-	-	-	3	2	-	38	2	103	-	73	-	-	8	16	-	-	-	
PUBLIC UTILITIES -----	206	6.69	6.59	6.43- 6.95	-	-	-	-	-	-	-	-	-	-	-	38	-	89	-	55	-	-	8	16	-	-	-	
MECHANICS, MAINTENANCE -----	1,636	7.14	7.46	6.84- 7.78	-	-	-	-	3	33	48	30	51	72	9	8	53	48	39	167	38	216	440	374	5	2	-	
MANUFACTURING -----	1,491	7.17	7.68	6.72- 7.83	-	-	-	-	3	31	48	30	51	72	9	7	48	47	30	44	35	216	439	374	5	2	-	
MILLWRIGHTS -----	1,020	7.41	7.60	7.36- 7.68	-	-	-	-	-	1	8	2	12	20	39	7	10	22	21	1	34	138	595	73	8	28	1	
MANUFACTURING -----	1,020	7.41	7.60	7.36- 7.68	-	-	-	-	-	1	8	2	12	20	39	7	10	22	21	1	34	138	595	73	8	28	1	
PAINTERS, MAINTENANCE -----	157	7.00	7.51	5.92- 7.51	-	-	-	-	-	1	-	6	7	23	4	1	7	3	4	8	1	7	73	2	1	1	8	
MANUFACTURING -----	133	6.88	7.51	5.87- 7.51	-	-	-	-	-	1	-	2	7	23	4	1	5	3	4	4	1	5	73	-	-	-	-	
PIPEFITTERS, MAINTENANCE -----	623	7.00	7.60	6.48- 7.68	-	-	-	-	-	14	11	1	53	23	22	6	17	41	14	26	28	29	338	-	-	-	-	
MANUFACTURING -----	623	7.00	7.60	6.48- 7.68	-	-	-	-	-	14	11	1	53	23	22	6	17	41	14	26	28	29	338	-	-	-	-	
SHEET-METAL WORKERS, MAINTENANCE --	202	6.87	7.60	5.16- 7.68	-	-	-	-	-	-	52	1	2	-	-	-	1	8	-	3	-	-	135	-	-	-	-	
MANUFACTURING -----	152	7.48	7.60	7.60- 7.68	-	-	-	-	-	-	2	1	2	-	-	-	1	8	-	3	-	-	135	-	-	-	-	
TOOL AND DIE MAKERS -----	1,060	7.25	7.88	6.52- 7.93	-	-	-	-	-	-	21	-	23	65	29	27	38	91	38	26	8	51	73	568	2	-	-	
MANUFACTURING -----	1,051	7.25	7.88	6.52- 7.93	-	-	-	-	-	-	21	-	23	65	29	27	38	82	38	26	8	51	73	568	2	-	-	

* Workers were distributed as follows: 2 at \$9 to \$9.40; 4 at \$9.80 to \$10.20; 6 at \$10.20 to \$10.60; 1 at \$10.60 to \$11; and 10 at \$11 to \$11.40.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of--																													
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20					
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	9.00	9.40	9.80	10.00	
ALL WORKERS		\$	\$	\$																														
GUARDS AND WATCHMEN	3,580	3.07	2.25	2.15- 3.71	- 1363	481	255		211	138	23	89	34	82	16	37	46	53	57	169	91	85	176	148	26	-	-	-	-	-	-			
MANUFACTURING	754	5.42	5.62	4.73- 6.13	-	-	-	-	-	-	-	10	14	18	2	13	20	27	40	133	66	62	175	148	26	-	-	-	-	-	-			
NONMANUFACTURING	2,826	2.45	2.20	2.13- 2.40	- 1363	481	255		211	138	23	79	20	64	14	24	26	26	17	36	25	23	1	-	-	-	-	-	-	-	-			
FINANCE	242	4.13	4.09	3.46- 4.64	-	-	-	-	-	-	-	21	16	46	13	14	19	24	17	36	25	10	1	-	-	-	-	-	-	-	-			
SERVICES	2,528	2.26	2.15	2.13- 2.30	- 1363	479	253		210	123	21	54	3	11	1	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
GUARDS:																																		
MANUFACTURING	643	5.57	5.95	4.95- 6.45	-	-	-	-	-	-	-	8	14	17	2	1	6	27	30	61	66	62	175	148	26	-	-	-	-	-	-			
WATCHMEN:																																		
MANUFACTURING	111	4.54	4.70	4.17- 4.77	-	-	-	-	-	-	-	2	-	1	-	12	14	-	10	72	-	-	-	-	-	-	-	-	-	-	-			
JANITORS, PORTERS, AND CLEANERS	6,081	3.72	3.22	3.21- 4.07	19	44	63	75	88	126	108	379	2746	398	232	207	204	153	154	204	283	35	470	68	25	-	-	-	-	-	-			
MANUFACTURING	1,849	4.76	4.71	3.89- 5.93	-	-	1	1	12	14	61	14	49	77	107	184	110	129	126	150	260	32	460	62	-	-	-	-	-	-	-			
NONMANUFACTURING	4,232	3.27	3.21	3.21- 3.25	19	44	62	74	76	112	47	365	2697	321	125	23	94	24	28	54	23	3	10	6	25	-	-	-	-	-	-			
PUBLIC UTILITIES	148	4.74	4.09	4.09- 4.89	-	-	-	-	-	-	-	-	2	-	5	-	78	-	2	24	10	2	-	-	25	-	-	-	-	-	-			
WHOLESALE TRADE	133	3.90	3.70	3.17- 4.65	-	-	-	-	10	7	-	17	7	-	30	4	2	-	20	25	11	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE	505	3.00	3.05	2.55- 3.05	9	28	22	28	40	55	21	236	13	4	6	4	4	12	1	3	2	1	10	6	-	-	-	-	-	-	-			
FINANCE	1,056	3.24	3.24	3.22- 3.25	-	16	8	-	20	43	14	86	700	77	57	12	7	9	5	2	-	-	-	-	-	-	-	-	-	-	-			
SERVICES	2,390	3.21	3.21	3.21- 3.22	10	-	32	46	6	7	12	26	1975	240	27	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-			
LABORERS, MATERIAL HANDLING	3,307	4.96	4.98	4.11- 6.20	-	7	2	22	77	83	24	34	35	63	178	170	284	384	125	196	218	319	186	830	7	55	8	-	-	-	-			
MANUFACTURING	2,030	5.09	5.20	4.11- 6.20	-	-	-	1	15	40	8	17	35	49	74	136	162	217	97	154	169	114	129	635	6	4	8	-	-	-	-			
NONMANUFACTURING	1,277	4.76	4.40	3.99- 5.60	-	7	2	21	62	43	16	17	-	14	104	34	122	167	68	42	49	205	57	195	1	51	-	-	-	-	-			
WHOLESALE TRADE	718	4.41	4.25	3.78- 5.60	-	-	-	10	40	20	10	10	-	10	100	32	117	80	31	25	21	198	-	14	-	-	-	-	-	-	-			
RETAIL TRADE	372	5.26	6.17	4.58- 6.26	-	7	2	11	21	22	4	7	-	4	-	2	5	3	5	7	26	7	57	181	1	-	-	-	-	-	-			
ORDER FILLERS	2,685	4.45	4.19	3.60- 5.49	-	-	-	10	53	113	22	277	127	35	105	198	434	256	166	80	101	130	187	363	15	8	5	-	-	-	-			
MANUFACTURING	1,152	4.56	4.35	3.48- 5.56	-	-	-	-	-	32	10	188	53	14	42	95	21	140	75	49	100	91	93	128	8	8	5	-	-	-	-			
NONMANUFACTURING	1,533	4.36	4.16	3.65- 4.78	-	-	-	10	53	81	12	89	74	21	63	103	413	116	91	31	1	39	94	235	7	-	-	-	-	-	-			
WHOLESALE TRADE	1,089	3.87	4.11	3.25- 4.19	-	-	-	10	53	81	12	89	74	21	60	103	374	80	28	22	-	38	37	-	7	-	-	-	-	-	-			
PACKERS, SHIPPING	1,964	4.35	4.27	3.82- 4.83	-	4	10	8	23	54	49	86	62	89	96	65	204	386	106	416	89	65	44	99	9	-	-	-	-	-	-			
MANUFACTURING	1,512	4.49	4.28	4.13- 4.98	-	-	-	1	-	2	47	53	56	59	84	51	155	296	106	319	88	43	44	99	9	-	-	-	-	-	-			
NONMANUFACTURING	452	3.87	4.16	3.00- 4.75	-	4	10	7	23	52	2	33	6	30	12	14	49	90	-	97	1	22	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE	397	4.06	4.25	3.45- 4.75	-	-	-	-	-	47	-	31	6	30	10	14	49	90	-	97	1	22	-	-	-	-	-	-	-	-	-			
RECEIVING CLERKS	450	4.86	4.61	4.20- 5.67	-	-	1	-	-	-	2	3	22	2	27	23	20	67	45	62	23	54	32	66	1	-	-	-	-	-	-			
MANUFACTURING	262	5.07	4.99	4.29- 5.70	-	-	-	-	-	-	-	-	-	-	17	13	8	41	20	34	22	45	21	41	-	-	-	-	-	-	-			
NONMANUFACTURING	188	4.58	4.43	3.96- 5.08	-	-	1	-	-	-	2	3	22	2	10	10	12	26	25	28	1	9	11	25	1	-	-	-	-	-	-			
WHOLESALE TRADE	95	4.30	4.25	3.96- 4.61	-	-	-	-	-	-	-	-	10	-	10	10	7	21	10	18	-	3	-	6	-	-	-	-	-	-	-			
RETAIL TRADE	67	5.03	4.85	4.28- 6.20	-	-	1	-	-	-	2	3	3	2	-	-	5	2	15	1	1	5	8	19	-	-	-	-	-	-	-			
SHIPPING CLERKS	270	4.97	4.67	4.26- 5.62	-	-	-	-	-	-	-	-	-	1	9	14	26	31	45	32	10	52	23	21	6	-	-	-	-	-	-			
MANUFACTURING	208	5.02	4.96	4.21- 5.62	-	-	-	-	-	-	-	-	-	-	9	4	26	24	26	27	10	42	16	18	6	-	-	-	-	-	-			
NONMANUFACTURING	62	4.83	4.58	4.38- 5.50	-	-	-	-	-	-	-	-	-	1	-	10	-	7	19	5	-	10	7	3	-	-	-	-	-	-	-			
SHIPPING AND RECEIVING CLERKS	388	4.80	5.00	3.93- 5.22	-	-	-	-	-	-	20	8	2	26	34	12	18	22	32	13	110	23	17	22	22	7	-	-	-	-	-			
MANUFACTURING	233	4.73	4.71	3.93- 5.18	-	-	-	-	-	-	-	8	-	16	26	12	8	13	30	8	67	23	4	11	-	7	-	-	-	-	-			
NONMANUFACTURING	155	4.92	5.07	3.74- 6.09	-	-	-	-	-	-	20	-	2	10	8	-	10	9	2	5	43	-	13	11	22	-	-	-	-	-	-			
WHOLESALE TRADE	106	4.52	5.06	3.49- 5.07	-	-	-	-	-	-	20	-	-	10	6	-	10	2	-	1	43	-	10	-	4	-	-	-	-	-	-			
TRUCKDRIVERS	3,973	6.25	6.51	5.60- 7.21	-	-	-	-	-	7	-	15	11	44	74	39	44	34	170	93	113	513	696	252	255	1562	51	-	-	-	-	-		
MANUFACTURING	789	5.59	5.80	4.68- 6.28	-	-	-	-	-	-	-	-	4	26	23	12	37	33	55	52	51	99	159	116	25	70	28	-	-	-	-	-		
NONMANUFACTURING	3,184	6.41	6.70	5.82- 7.21	-	-	-	-	-	7	-	15	7	18	51	27	7	1	115	41	62	415	537	136	230	1492	23	-	-	-	-	-		
PUBLIC UTILITIES	1,350	7.12	7.21	7.21- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	32	3	4	32	-	-	1255	23	-	-	-				

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Cleveland, Ohio, September 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	and				
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	over					
ALL WORKERS-- CONTINUED																																
TRUCKDRIVERS - CONTINUED																																
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	364	\$ 5.16	\$ 5.26	\$ 4.49- 6.09	-	-	-	-	-	7	-	15	7	8	17	9	7	10	33	20	54	14	98	64	1	-	-	-	-	-	-	
MANUFACTURING -----	191	5.42	5.54	4.56- 6.28	-	-	-	-	-	-	-	-	-	-	-	3	7	9	30	18	17	13	30	64	-	-	-	-	-	-		
NONMANUFACTURING -----	173	4.88	5.07	3.75- 6.09	-	-	-	-	-	7	-	15	7	8	17	6	-	1	3	2	37	1	68	-	1	-	-	-	-	-	-	
WHOLESALE TRADE -----	112	4.74	5.07	3.77- 6.09	-	-	-	-	-	7	-	7	7	-	17	6	-	-	-	-	33	-	35	-	-	-	-	-	-	-	-	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,133	6.06	6.09	5.72- 7.03	-	-	-	-	-	-	-	-	-	8	34	29	21	17	7	32	12	150	479	41	13	270	20	-	-	-	-	
MANUFACTURING -----	252	5.60	5.61	4.39- 6.44	-	-	-	-	-	-	-	-	-	8	10	8	21	17	5	29	11	28	33	27	10	25	20	-	-	-	-	
NONMANUFACTURING -----	881	6.20	6.09	5.85- 7.21	-	-	-	-	-	-	-	-	-	-	24	21	-	-	2	3	1	122	446	14	3	245	-	-	-	-	-	
RETAIL TRADE -----	155	6.12	5.92	5.82- 6.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	9	120	-	3	21	-	-	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,537	6.98	7.21	7.00- 7.21	-	-	-	-	-	-	-	-	-	-	9	-	-	-	11	-	9	58	45	17	219	1138	31	-	-	-	-	
MANUFACTURING -----	207	6.08	6.02	5.40- 6.96	-	-	-	-	-	-	-	-	-	-	9	-	-	-	11	-	8	57	45	10	15	44	8	-	-	-	-	
NONMANUFACTURING -----	1,330	7.12	7.21	7.10- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	7	204	1094	23	-	-	-	-	
RETAIL TRADE -----	379	6.85	6.94	6.60- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	7	201	170	-	-	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	571	5.63	5.60	5.60- 5.85	-	-	-	-	-	-	-	-	-	28	14	-	16	7	4	1	9	291	74	115	-	12	-	-	-	-	-	
MANUFACTURING -----	100	5.00	5.81	4.19- 5.81	-	-	-	-	-	-	-	-	-	18	4	-	9	7	4	-	6	-	51	-	-	1	-	-	-	-	-	
TRUCKERS, POWER (FORKLIFT) -----	2,478	5.53	5.87	4.51- 6.36	-	-	-	-	-	-	-	-	19	18	35	77	203	149	123	66	208	273	415	859	16	5	12	-	-	-	-	
MANUFACTURING -----	2,127	5.48	5.84	4.49- 6.36	-	-	-	-	-	-	-	-	19	18	35	77	201	125	117	64	193	182	344	727	8	5	12	-	-	-	-	
NONMANUFACTURING -----	351	5.83	6.17	5.50- 6.25	-	-	-	-	-	-	-	-	-	-	-	-	2	24	6	2	15	91	71	132	8	-	-	-	-	-	-	
WHOLESALE TRADE -----	117	5.50	5.50	5.49- 5.50	-	-	-	-	-	-	-	-	-	-	-	-	-	6	4	2	7	90	-	-	8	-	-	-	-	-	-	
RETAIL TRADE -----	230	6.03	6.25	6.17- 6.39	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	8	1	71	132	-	-	-	-	-	-	-	
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	421	6.23	6.29	5.77- 6.67	-	-	-	-	-	-	-	-	-	-	-	-	-	4	8	30	14	114	28	117	29	8	*69	-	-	-	-	
MANUFACTURING -----	313	6.44	6.29	5.88- 6.82	-	-	-	-	-	-	-	-	-	-	-	-	-	4	8	15	14	23	26	117	29	8	69	-	-	-	-	
WAREHOUSEMEN -----	1,124	4.61	4.40	3.45- 5.65	-	-	9	16	22	3	-	4	206	62	20	79	82	59	80	47	43	174	87	23	24	84	-	-	-	-	-	
MANUFACTURING -----	557	3.99	3.85	3.20- 4.42	-	-	-	-	-	-	-	-	200	62	10	73	12	51	27	23	35	31	33	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	567	5.22	5.60	4.16- 6.15	-	-	9	16	22	3	-	4	6	-	10	6	70	8	53	24	8	143	54	23	24	84	-	-	-	-	-	
WHOLESALE TRADE -----	286	4.84	5.40	4.16- 5.65	-	-	-	10	22	-	-	6	-	-	10	-	70	-	-	16	8	112	6	2	24	-	-	-	-	-	-	
RETAIL TRADE -----	146	4.69	4.50	4.50- 5.82	-	-	9	6	-	3	-	2	-	-	-	6	-	8	53	8	-	5	46	-	-	-	-	-	-	-	-	

* Workers were distributed as follows: 38 at \$ 7.40 to \$ 7.80; and 31 at \$ 8.20 to \$ 8.60.

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Cleveland, Ohio, September 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																														
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
					2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40								
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40									
ALL WORKERS																																			
GUARDS AND WATCHMEN -----	1,350	\$ 4.04	\$ 4.22	\$ 2.25- 5.62	-	219	124	100	40	58	15	17	13	43	6	19	19	53	43	120	84	51	152	148	26	-	-								
MANUFACTURING -----	576	5.62	5.95	4.91- 6.45	-	-	-	-	-	-	-	6	2	14	2	-	3	27	26	84	59	28	151	148	26	-	-								
NONMANUFACTURING: -----																																			
FINANCE -----	153	4.49	4.55	4.09- 4.82	-	-	-	-	-	-	-	1	7	11	3	9	9	24	17	36	25	10	1	-	-	-	-								
GUARDS: -----																																			
MANUFACTURING -----	515	5.73	6.07	5.10- 6.45	-	-	-	-	-	-	-	4	2	13	2	-	3	27	16	36	59	28	151	148	26	-	-								
JANITORS, PORTERS, AND CLEANERS -----	2,649	4.22	3.92	3.21- 5.29	9	14	23	22	44	59	27	242	661	68	83	87	135	112	134	114	217	35	470	68	25	-	-								
MANUFACTURING -----	1,266	5.15	5.29	4.42- 6.04	-	-	1	1	3	4	2	6	11	42	23	71	46	91	126	85	200	32	460	62	-	-									
NONMANUFACTURING -----	1,383	3.37	3.21	3.05- 3.21	9	14	22	21	41	55	25	236	650	26	60	16	89	21	8	29	17	3	10	6	25	-	-								
PUBLIC UTILITIES -----	142	4.72	4.09	4.09- 4.84	-	-	-	-	-	-	-	-	2	-	5	-	78	-	2	24	4	2	-	-	25	-	-								
RETAIL TRADE -----	465	3.02	3.05	2.65- 3.05	9	14	22	21	40	55	21	229	4	4	3	4	4	12	1	3	2	1	10	6	-	-									
LABORERS, MATERIAL HANDLING -----	1,598	5.57	6.08	5.18- 6.29	-	-	-	10	25	24	6	10	-	31	37	17	40	54	50	48	166	113	186	760	7	6	8								
MANUFACTURING -----	1,199	5.62	6.08	5.21- 6.36	-	-	-	1	8	6	4	5	-	29	37	13	34	47	36	30	117	106	129	579	6	4	8								
NONMANUFACTURING -----	399	5.40	6.11	4.95- 6.26	-	-	-	9	17	18	2	5	-	2	-	4	6	7	14	18	49	7	57	181	1	2	-								
RETAIL TRADE -----	347	5.46	6.20	5.18- 6.26	-	-	-	9	17	18	2	5	-	2	-	2	5	3	5	7	26	7	57	181	1	-	-								
ORDER FILLERS -----	1,213	5.02	5.49	3.60- 6.20	-	-	-	-	-	32	6	184	46	6	34	10	11	131	40	56	41	40	187	363	15	6	5								
MANUFACTURING -----	800	4.53	4.28	3.00- 6.12	-	-	-	-	-	32	6	184	46	6	34	10	11	116	40	34	40	1	93	128	8	6	5								
NONMANUFACTURING -----	413	5.97	6.20	5.86- 6.25	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	22	1	39	94	235	7	-	-								
RACKERS, SHIPPING -----	739	4.69	4.64	4.18- 5.44	-	4	10	8	23	7	12	5	22	25	20	7	66	38	93	154	50	57	34	97	7	-	-								
MANUFACTURING -----	624	4.86	4.64	4.31- 5.45	-	-	-	1	-	2	10	3	22	25	18	6	66	22	93	134	49	35	34	97	7	-	-								
NONMANUFACTURING -----	115	3.75	4.25	2.45- 4.83	-	4	10	7	23	5	2	2	-	-	2	1	-	16	-	20	1	22	-	-	-	-	-								
RECEIVING CLERKS -----	195	5.32	5.50	4.50- 6.20	-	-	1	-	-	-	2	3	3	2	1	6	5	18	20	15	13	27	23	56	-	-	-								
MANUFACTURING -----	123	5.49	5.59	4.83- 6.44	-	-	-	-	-	-	-	-	-	-	1	6	-	16	5	10	12	21	15	37	-	-	-								
NONMANUFACTURING -----	72	5.02	4.73	4.41- 6.20	-	-	1	-	-	-	2	3	3	2	-	-	5	2	15	5	1	6	8	19	-	-	-								
RETAIL TRADE -----	67	5.03	4.85	4.28- 6.20	-	-	1	-	-	-	2	3	3	2	-	-	5	2	15	1	1	5	8	19	-	-	-								
SHIPPING CLERKS -----	82	5.63	5.72	4.98- 6.44	-	-	-	-	-	-	-	-	-	1	-	-	-	8	7	6	3	19	13	19	6	-	-								
MANUFACTURING -----	74	5.71	5.78	5.31- 6.44	-	-	-	-	-	-	-	-	-	-	-	-	-	8	5	4	3	18	12	18	6	-	-								
SHIPPING AND RECEIVING CLERKS -----	113	5.26	5.16	3.75- 6.44	-	-	-	-	-	-	-	8	-	16	6	-	-	10	1	1	20	1	6	22	22	-	-								
MANUFACTURING -----	73	4.54	4.38	3.55- 5.16	-	-	-	-	-	-	-	8	-	16	6	-	-	10	1	-	20	1	-	11	-	-	-								
TRUCKDRIVERS -----	1,347	6.54	6.60	6.02- 7.21	-	-	-	-	-	-	-	-	-	1	-	1	1	7	25	56	20	39	286	107	214	559	31								
MANUFACTURING -----	374	6.06	6.03	5.81- 6.36	-	-	-	-	-	-	-	-	-	1	-	1	1	6	20	17	11	24	125	100	6	54	8								
NONMANUFACTURING -----	973	6.73	7.00	6.60- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	39	9	15	161	7	208	505	23								
RETAIL TRADE -----	530	6.66	6.65	6.27- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	11	114	7	205	191	-								
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	146	5.92	6.17	5.81- 6.28	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	7	9	4	53	64	1	-	-								
MANUFACTURING -----	101	5.98	6.28	5.81- 6.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	5	3	20	64	-	-	-								
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	446	6.62	7.21	5.91- 7.21	-	-	-	-	-	-	-	-	-	1	-	-	1	6	2	8	4	24	130	11	5	254	-								
MANUFACTURING -----	79	5.81	5.91	5.53- 6.25	-	-	-	-	-	-	-	-	-	1	-	-	1	6	-	7	3	14	25	11	2	9	-								
NONMANUFACTURING: -----																																			
RETAIL TRADE -----	131	6.18	6.17	5.85- 6.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	9	96	-	3	21	-								

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Cleveland, Ohio, September 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.60 and over		
ALL WORKERS-- CONTINUED																														
TRUCKDRIVERS - CONTINUED																														
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	605	6.88	7.00	6.60- 7.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	2	8	29	17	208	299	31			
MANUFACTURING -----	114	6.52	6.58	6.03- 7.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	1	7	29	10	4	44	8			
NONMANUFACTURING -----	491	6.96	7.00	6.60- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	7	204	255	23			
RETAIL TRADE -----	379	6.85	6.94	6.60- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	7	201	170	-		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	91	5.82	5.81	5.81- 5.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	3	3	74	-	-	6	-			
TRUCKERS, POWER (FORKLIFT) -----	1,680	5.92	6.25	5.81- 6.34	-	-	-	-	-	-	-	-	-	-	14	19	76	33	35	38	118	81	384	857	8	5	12			
MANUFACTURING -----	1,425	5.89	6.36	5.70- 6.36	-	-	-	-	-	-	-	-	-	-	14	19	76	33	31	36	110	43	313	725	8	5	12			
NONMANUFACTURING -----	255	6.04	6.20	5.86- 6.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	8	38	71	132	-	-	-			
RETAIL TRADE -----	212	6.14	6.25	6.17- 6.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	1	71	132	-	-	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	375	6.30	6.29	5.77- 6.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	16	6	114	28	117	9	8	*69			
MANUFACTURING -----	267	6.57	6.29	6.29- 7.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	1	6	23	26	117	9	8	69			
WAREHOUSEMEN -----	340	4.81	4.50	4.28- 5.82	-	-	2	6	-	3	-	4	-	40	4	6	4	30	73	33	12	32	70	21	-	-	-			
MANUFACTURING -----	137	4.43	4.37	3.55- 5.00	-	-	-	-	-	-	-	-	-	40	4	-	4	22	20	11	12	2	22	-	-	-	-			
NONMANUFACTURING -----	203	5.06	4.94	4.50- 5.82	-	-	2	6	-	3	-	4	-	-	-	6	-	8	53	22	-	30	48	21	-	-	-			
PUBLIC UTILITIES -----	48	5.90	5.62	5.49- 6.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	2	21	-	-	-			
RETAIL TRADE -----	139	4.82	4.50	4.50- 5.82	-	-	2	6	-	3	-	2	-	-	-	6	-	8	53	8	-	5	46	-	-	-	-			

* Workers were distributed as follows: 38 at \$7.40 to \$7.80; and 31 at \$8.20 to \$8.60.

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Cleveland, Ohio, September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	170	\$ 5.57	GUARDS AND WATCHMEN--CONTINUED		
MANUFACTURING -----	168	5.58	GUARDS:		\$
CARPENTERS, MAINTENANCE -----	302	6.61	MANUFACTURING -----	636	5.57
MANUFACTURING -----	214	6.28	WATCHMEN:		
NONMANUFACTURING -----	88	7.41	MANUFACTURING -----	109	4.54
ELECTRICIANS, MAINTENANCE -----	1,821	6.84	JANITORS, PORTERS, AND CLEANERS ---	3,269	4.05
MANUFACTURING -----	1,638	6.88	MANUFACTURING -----	1,564	4.84
NONMANUFACTURING -----	183	6.50	NONMANUFACTURING -----	1,705	3.33
ENGINEERS, STATIONARY -----	267	6.48	PUBLIC UTILITIES -----	56	5.72
MANUFACTURING -----	235	6.59	WHOLESALE TRADE -----	121	3.94
HELPERS, MAINTENANCE TRADES -----	305	5.36	RETAIL TRADE -----	418	3.12
MANUFACTURING -----	283	5.39	FINANCE -----	152	3.27
MACHINE-TOOL OPERATORS, TOOLROOM --	762	6.83	SERVICES -----	958	3.21
MANUFACTURING -----	762	6.83	LABORERS, MATERIAL HANDLING -----	3,207	4.98
MACHINISTS, MAINTENANCE -----	633	6.28	MANUFACTURING -----	1,961	5.11
MANUFACTURING -----	630	6.28	NONMANUFACTURING -----	1,246	4.77
MECHANICS, AUTOMOTIVE			WHOLESALE TRADE -----	697	4.41
(MAINTENANCE) -----	838	6.70	RETAIL TRADE -----	368	5.29
MANUFACTURING -----	324	6.73	ORDER FILLERS -----	1,763	4.83
NONMANUFACTURING -----	514	6.67	MANUFACTURING -----	754	5.14
PUBLIC UTILITIES -----	392	6.88	NONMANUFACTURING -----	1,009	4.59
WHOLESALE TRADE -----	78	5.74	WHOLESALE TRADE -----	649	3.87
MECHANICS, MAINTENANCE -----	2,313	6.63	PACKERS, SHIPPING -----	1,237	4.60
MANUFACTURING -----	2,009	6.67	MANUFACTURING -----	1,029	4.74
NONMANUFACTURING -----	304	6.41	NONMANUFACTURING -----	208	3.92
MILLWRIGHTS -----	1,054	7.35	WHOLESALE TRADE -----	202	3.96
MANUFACTURING -----	1,054	7.35	RECEIVING CLERKS -----	437	4.89
PAINTERS, MAINTENANCE -----	239	6.67	MANUFACTURING -----	250	5.12
MANUFACTURING -----	144	6.79	NONMANUFACTURING -----	187	4.58
NONMANUFACTURING -----	95	6.48	WHOLESALE TRADE -----	94	4.29
PIPEFITTERS, MAINTENANCE -----	674	6.90	RETAIL TRADE -----	67	5.03
MANUFACTURING -----	674	6.90	SHIPPING CLERKS -----	240	5.04
SHEET-METAL WORKERS, MAINTENANCE --	209	6.85	MANUFACTURING -----	178	5.11
MANUFACTURING -----	159	7.42	NONMANUFACTURING -----	62	4.83
FOOT AND DIE MAKERS -----	1,825	6.74	SHIPPING AND RECEIVING CLERKS -----	350	4.95
MANUFACTURING -----	1,816	6.74	MANUFACTURING -----	205	4.88
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			NONMANUFACTURING -----	145	5.05
GUARDS AND WATCHMEN -----	3,403	3.10	WHOLESALE TRADE -----	96	4.68
MANUFACTURING -----	745	5.42	TRUCKDRIVERS -----	3,944	6.24
NONMANUFACTURING -----	2,658	2.45	MANUFACTURING -----	789	5.59
FINANCE -----	239	4.13	NONMANUFACTURING -----	3,155	6.40
SERVICES -----	2,367	2.25	PUBLIC UTILITIES -----	1,321	7.12
			WHOLESALE TRADE -----	1,105	5.63
			RETAIL TRADE -----	554	6.62
			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	364	5.16
			MANUFACTURING -----	191	5.42
			NONMANUFACTURING -----	173	4.88
			WHOLESALE TRADE -----	112	4.74

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Cleveland, Ohio, September 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
TRUCKDRIVERS - CONTINUED			WAREHOUSEMEN -----	1,019	\$ 4.66
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,104	6.03	MANUFACTURING -----	509	4.01
MANUFACTURING -----	252	5.60	NONMANUFACTURING -----	510	5.31
NONMANUFACTURING -----	852	6.16	WHOLESALE TRADE -----	257	4.92
RETAIL TRADE -----	155	6.12	RETAIL TRADE -----	121	4.77
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,537	6.98	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	207	6.08	GUARDS AND WATCHMEN -----	177	2.64
NONMANUFACTURING -----	1,330	7.12	NONMANUFACTURING -----	168	2.48
RETAIL TRADE -----	379	6.85	JANITORS, PORTERS, AND CLEANERS ---	2,012	3.34
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	571	5.63	MANUFACTURING -----	285	4.32
MANUFACTURING -----	100	5.00	NONMANUFACTURING -----	2,527	3.23
TRUCKERS, POWER (FORKLIFT) -----	2,453	5.54	RETAIL TRADE -----	87	2.38
MANUFACTURING -----	2,102	5.49	FINANCE -----	904	3.24
NONMANUFACTURING -----	351	5.83	SERVICES -----	1,432	3.22
WHOLESALE TRADE -----	117	5.50	LABORERS, MATERIAL HANDLING -----	100	4.44
RETAIL TRADE -----	230	6.03	MANUFACTURING -----	69	4.58
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	421	6.23	ORDER FILLERS -----	422	3.72
MANUFACTURING -----	313	6.44	NONMANUFACTURING -----	524	3.93
			WHOLESALE TRADE -----	440	3.87
			PACKERS, SHIPPING -----	727	3.91
			MANUFACTURING -----	483	3.95
			NONMANUFACTURING -----	244	3.83
			WHOLESALE TRADE -----	195	4.16
			WAREHOUSEMEN -----	105	4.11
			NONMANUFACTURING -----	57	4.36

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Cleveland, Ohio, September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	102	\$ 6.27	GUARDS AND WATCHMEN -----	1,291	\$ 4.09	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	102	6.27	MANUFACTURING -----	567	5.62	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	417	\$ 6.58
CARPENTERS, MAINTENANCE -----	207	7.02	NONMANUFACTURING: -----			MANUFACTURING -----	79	5.81
MANUFACTURING -----	155	6.73	FINANCE -----	150	4.50	NONMANUFACTURING -----	338	6.75
NONMANUFACTURING -----	52	7.89	GUARDS: -----			RETAIL TRADE -----	131	6.18
ELECTRICIANS, MAINTENANCE -----	1,425	7.22	MANUFACTURING -----	508	5.72	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	605	6.88
MANUFACTURING -----	1,286	7.26	JANITORS, PORTERS, AND CLEANERS -----	1,831	4.48	MANUFACTURING -----	114	6.52
ENGINEERS, STATIONARY -----	211	6.58	MANUFACTURING -----	1,043	5.28	NONMANUFACTURING -----	491	6.96
MANUFACTURING -----	183	6.68	NONMANUFACTURING -----	788	3.41	RETAIL TRADE -----	379	6.85
HELPERS, MAINTENANCE TRADES -----	220	5.74	PUBLIC UTILITIES -----	50	5.76			
MANUFACTURING -----	204	5.81	RETAIL TRADE -----	392	3.13	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	91	5.82
MACHINE-TOOL OPERATORS, TOOLROOM --	621	7.05	LABORERS, MATERIAL HANDLING -----	1,559	5.58	TRUCKERS, POWER (FORKLIFT) -----	1,655	5.93
MANUFACTURING -----	621	7.05	MANUFACTURING -----	1,168	5.64	MANUFACTURING -----	1,400	5.91
MACHINISTS, MAINTENANCE -----	396	6.44	NONMANUFACTURING -----	391	5.42	NONMANUFACTURING -----	255	6.04
MANUFACTURING -----	393	6.44	RETAIL TRADE -----	345	5.47	RETAIL TRADE -----	212	6.18
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	485	6.93	ORDER FILLERS -----	799	5.78	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	375	6.30
MANUFACTURING -----	239	7.26	MANUFACTURING -----	424	5.51	MANUFACTURING -----	267	6.57
NONMANUFACTURING -----	246	6.66	NONMANUFACTURING -----	375	6.10	WAREHOUSEMEN -----	297	4.89
PUBLIC UTILITIES -----	206	6.69	PACKERS, SHIPPING -----	509	5.04	MANUFACTURING -----	123	4.52
MECHANICS, MAINTENANCE -----	1,636	7.14	MANUFACTURING -----	486	5.06	NONMANUFACTURING -----	174	5.15
MANUFACTURING -----	1,491	7.17	RECEIVING CLERKS -----	189	5.35	PUBLIC UTILITIES -----	45	5.88
MILLWRIGHTS -----	1,020	7.41	MANUFACTURING -----	118	5.55	RETAIL TRADE -----	114	4.92
MANUFACTURING -----	1,020	7.41	NONMANUFACTURING -----	71	5.01			
PAINTERS, MAINTENANCE -----	157	7.00	RETAIL TRADE -----	67	5.03	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	133	6.89	SHIPPING CLERKS -----	69	5.86	JANITORS, PORTERS, AND CLEANERS ---	818	3.64
PIPEFITTERS, MAINTENANCE -----	623	7.00	MANUFACTURING -----	61	5.91	MANUFACTURING -----	223	4.53
MANUFACTURING -----	623	7.00	SHIPPING AND RECEIVING CLERKS -----	97	5.57	NONMANUFACTURING: -----		
SHEET-METAL WORKERS, MAINTENANCE --	202	6.87	MANUFACTURING -----	57	4.88	RETAIL TRADE -----	73	2.43
MANUFACTURING -----	152	7.48	TRUCKDRIVERS -----	1,318	6.53	PACKERS, SHIPPING -----	230	3.90
TOOL AND DIE MAKERS -----	1,060	7.25	MANUFACTURING -----	374	6.06	MANUFACTURING -----	138	4.16
MANUFACTURING -----	1,051	7.25	NONMANUFACTURING -----	944	6.71	NONMANUFACTURING -----	92	3.52
			RETAIL TRADE -----	530	6.66			
			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	146	5.92			
			MANUFACTURING -----	101	5.98			

See footnotes at end of tables.

Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Cleveland, Ohio, for selected periods

Industry and occupational group	September 1972 to September 1973	September 1973 to September 1974	September 1974 to September 1975
All industries:			
Office clerical (men and women).....	5.6	8.8	8.0
Electronic data processing (men and women).....	*	8.7	8.4
Industrial nurses (men and women).....	7.5	10.4	8.9
Skilled maintenance trades (men).....	7.3	10.2	8.1
Unskilled plant workers (men).....	7.5	10.1	8.9
Manufacturing:			
Office clerical (men and women).....	5.5	8.5	8.3
Electronic data processing (men and women).....	*	8.4	7.8
Industrial nurses (men and women).....	7.3	10.7	9.2
Skilled maintenance trades (men).....	7.2	10.5	8.3
Unskilled plant workers (men).....	7.8	10.6	8.6
Nonmanufacturing:			
Office clerical (men and women).....	5.6	9.1	7.7
Electronic data processing (men and women).....	*	8.6	8.7
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	6.9	9.5	9.4

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit; mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

**Establishments and workers within scope of survey and number studied
in Cleveland, Ohio, September 1975**

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
<u>All establishments</u>						
All divisions	-	1,188	303	371,907	100	227,799
Manufacturing	100	481	133	206,072	55	126,660
Nonmanufacturing	-	707	170	165,835	45	101,139
Transportation, communication, and other public utilities ⁵	100	60	23	34,016	9	28,899
Wholesale trade	50	213	34	23,442	6	7,007
Retail trade	100	102	34	56,252	15	40,841
Finance, insurance, and real estate ⁶	50	140	33	27,166	8	15,707
Services ⁷	50	192	46	24,959	7	8,685
<u>Large establishments</u>						
All divisions	-	143	112	212,544	100	193,118
Manufacturing	500	83	63	126,437	59	110,319
Nonmanufacturing	-	60	49	86,107	41	82,799
Transportation, communication, and other public utilities ⁵	500	10	10	26,372	12	26,372
Wholesale trade	500	6	6	3,754	2	3,754
Retail trade	500	32	21	41,695	20	38,387
Finance, insurance, and real estate ⁶	500	8	8	11,843	6	11,843
Services ⁷	500	4	4	2,443	1	2,443

¹ The Cleveland Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Cuyahoga, Geauga, Lake, and Medina Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Local transit operations and an electric utility (supplying less than half the electricity consumed in the Cleveland area) are municipally owned and are excluded by definition from the scope of the survey.

⁶ Abbreviated to "finance" in the A-series tables.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks, and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

check in order to verify content; selection of appropriate type and size of container; inserting closures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped; making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' homes or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
Alexandria, La.	Lynchburg, Va.
Alpena, Standish, and Tawas City, Mich.	Macon, Ga.
Ann Arbor, Mich.	Madison, Wis.
Asheville, N.C.	Mansfield, Ohio
Atlantic City, N.J.	Marquette, Escanaba, Sault Ste. Marie, Mich.
Augusta, Ga.-S.C.	McAllen-Pharr-Edinburg and Brownsville-
Bakersfield, Calif.	Harlingen-San Benito, Tex.
Baton Rouge, La.	Medford-Klamath Falls-Grants Pass, Oreg.
Battle Creek, Mich.	Meridian, Miss.
Beaumont-Port Arthur-Orange, Tex.	Middlesex, Monmouth, and Ocean Cos., N.J.
Biloxi-Gulfport and Pascagoula, Miss.	Mobile and Pensacola, Ala.-Fla.
Boise City, Idaho	Montgomery, Ala.
Bremerton, Wash.	Nashville-Davidson, Tenn.
Bridgeport, Norwalk, and Stamford, Conn.	New Bern-Jacksonville, N.C.
Brunswick, Ga.	New London-Norwich, Conn.-R.I.
Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
Cedar Rapids, Iowa	Oxnard-Simi Valley-Ventura, Calif.
Champaign-Urbana-Rantoul, Ill.	Panama City, Fla.
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Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennebec-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
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Martinsburg, W. Va.	Sioux Falls, S. Dak.
Gadsden and Anniston, Ala.	Spokane, Wash.
Goldsboro, N.C.	Springfield, Ill.
Grand Island-Hastings, Nebr.	Springfield-Chicopee-Holyoke, Mass.-Conn.
Great Falls, Mont.	Stockton, Calif.
Guam, Territory of	Tacoma, Wash.
Harrisburg-Lebanon, Pa.	Tampa-St. Petersburg, Fla.
Huntington-Ashland, W. Va.-Ky.-Ohio	Topeka, Kans.
Knoxville, Tenn.	Tucson, Ariz.
La Crosse, Wis.	Tulsa, Okla.
Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
Las Vegas, Nev.	Waco and Killeen-Temple, Tex.
Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.



Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Carden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1974	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1974	Suppl. Free	Philadelphia, Pa.-N.J., Nov. 1974	Suppl. Free
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1974	Suppl. Free
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ^{1 3}	
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	Suppl. Free
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1974 ¹	1850-14, 80 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹		Saginaw, Mich., Nov. 1974 ¹	1850-16, 75 cents
Fresno, Calif., June 1975 ¹	1850-26, 80 cents	Salt Lake City-Ogden, Utah, Nov. 1974	Suppl. Free
Gainesville, Fla., Sept. 1975	1850-61, \$1.20	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-57, \$1.10	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-44, 80 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-49, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-42, 65 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	1850-28, 80 cents	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1974	Suppl. Free	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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EA WAGE SURVEY

Philadelphia, Pennsylvania—New Jersey, Metropolitan Area, November 1975

Bulletin 1850-65



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Preface

This bulletin provides results of a November 1975 survey of occupational earnings in the Philadelphia, Pennsylvania-New Jersey, Standard Metropolitan Statistical Area (Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Philadelphia survey was conducted by the Bureau's regional office in Philadelphia, Pa., under the general direction of Irwin L. Feigenbaum, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Philadelphia area are available for the machinery (February 1973), nursing homes (May 1973), hotels and motels (June 1973), contract construction (September 1973), banking (October 1973), fluid milk (November 1973), and contract cleaning services (July 1974) industries. A report on occupational earnings is available for the laundry and dry cleaning industry (November 1975). Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)



Philadelphia, Pennsylvania—New Jersey, Metropolitan Area, November 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 360 and over						
						80	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	360 over							
ALL WORKERS																																
BILLERS, MACHINE (BILLING MACHINE) -----	160	38.5	\$ 161.00	\$ 140.00	\$ 125.00-175.00	-	-	-	6	8	51	21	-	4	14	19	7	1	-	-	29	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	74	38.0	135.00	129.00	125.00-135.50	-	-	-	-	-	45	21	-	1	-	5	-	1	-	-	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	86	38.5	183.50	175.00	153.00-252.50	-	-	-	6	8	6	-	-	3	14	14	7	-	-	-	28	-	-	-	-	-	-	-	-	-		
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	183	38.5	128.50	115.00	110.00-135.00	-	-	16	20	75	-	28	-	6	3	30	4	-	-	1	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	172	38.5	129.00	115.00	110.00-149.00	-	-	13	20	68	-	28	-	6	3	30	4	-	-	-	-	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	199	38.5	151.50	145.00	129.50-172.50	-	2	-	6	5	37	23	31	35	4	18	18	2	15	2	-	-	-	-	1	-	-	-	-	-		
MANUFACTURING -----	65	38.0	169.00	155.00	142.50-210.00	-	-	-	-	-	11	5	5	14	-	-	12	-	15	2	-	-	-	-	1	-	-	-	-	-		
NONMANUFACTURING -----	134	38.5	143.00	145.00	125.00-156.00	-	2	-	6	5	26	18	26	21	4	18	6	2	-	-	-	-	-	-	-	-	-	-	-	-		
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	288	38.0	128.50	128.50	113.50-145.00	8	8	10	22	37	60	25	72	36	2	3	2	-	3	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	85	37.5	136.50	140.00	125.00-140.00	-	-	-	10	5	12	14	30	9	2	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	203	38.0	125.00	120.00	110.00-145.00	8	8	10	12	32	48	11	42	27	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	58	38.0	105.50	110.00	87.00-118.50	8	8	2	8	17	13	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS A -----	2,596	38.0	172.50	163.50	140.00-194.50	-	-	3	59	88	190	275	286	289	226	239	203	168	185	127	106	111	27	7	-	-	-	-	-	-		
MANUFACTURING -----	1,144	38.5	186.50	177.50	150.00-217.00	-	-	-	9	22	37	69	122	104	115	100	75	94	120	111	87	50	25	2	-	-	-	-	-	-		
NONMANUFACTURING -----	1,452	37.5	161.50	154.00	133.00-181.00	-	-	3	50	66	153	206	164	185	111	139	128	74	65	16	19	61	2	5	-	-	-	-	-	-		
PUBLIC UTILITIES -----	149	39.5	217.00	206.00	170.00-265.50	-	-	-	-	-	7	5	4	2	10	31	7	6	1	7	17	38	2	5	-	-	-	-	-	-		
WHOLESALE TRADE -----	285	38.0	163.00	159.00	137.00-185.00	-	-	-	-	2	19	59	37	27	17	35	50	4	27	5	1	2	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	395	38.0	144.50	140.00	122.00-154.00	-	-	3	2	25	80	78	78	53	25	5	22	7	13	4	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	485	36.0	152.00	155.00	129.00-175.00	-	-	-	45	39	38	61	35	87	53	26	31	57	13	-	1	-	-	-	-	-	-	-	-	-		
SERVICES -----	138	38.0	181.50	173.50	153.00-189.50	-	-	-	3	-	9	3	10	16	6	42	17	-	11	-	-	21	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	3,856	38.0	144.50	135.50	115.00-160.00	-	32	238	472	477	445	378	463	304	305	116	73	67	113	236	92	44	1	-	-	-	-	-	-	-		
MANUFACTURING -----	1,206	38.5	161.50	150.00	125.00-201.00	-	1	33	59	116	156	75	127	129	126	42	18	16	96	205	5	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	2,650	38.0	137.00	130.00	110.00-157.50	-	31	205	413	359	289	303	336	175	179	74	55	51	17	31	87	44	1	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	308	39.5	204.50	228.00	146.00-247.00	-	-	-	-	1	15	43	29	6	12	11	12	8	8	31	87	44	1	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	571	39.0	138.00	140.00	119.00-157.00	-	-	16	49	80	85	47	139	57	27	39	17	8	7	-	-	-	-	-	-	-	-	-	-	-		
RETAIL TRADE -----	617	37.5	115.00	110.50	100.50-123.00	-	31	85	168	146	63	41	25	39	9	3	6	-	1	-	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	691	36.5	122.50	117.00	101.00-143.00	-	-	84	174	92	68	97	97	40	10	13	1	14	1	-	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	463	38.5	143.00	147.00	122.00-160.00	-	-	20	22	40	58	75	46	33	121	8	19	21	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS A -----	401	38.0	131.50	118.50	105.00-155.00	-	-	13	129	64	21	47	18	26	37	20	2	3	10	9	1	-	1	-	-	-	-	-	-	-		
MANUFACTURING -----	91	39.5	157.00	163.00	143.00-170.50	-	-	-	10	5	2	4	10	6	30	16	-	2	-	5	-	-	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	310	37.5	124.00	113.00	104.00-132.50	-	-	13	119	59	19	43	8	20	7	4	2	1	10	4	1	-	-	-	-	-	-	-	-	-		
FINANCE -----	203	37.5	118.00	110.00	104.00-132.50	-	-	13	113	46	17	42	8	20	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS B -----	673	37.0	114.50	106.00	100.00-123.00	-	46	134	194	105	58	54	14	36	4	11	2	3	11	-	1	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	103	38.5	131.50	126.00	105.00-143.00	-	-	-	36	8	10	19	5	7	4	10	-	1	2	-	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	570	37.0	111.50	105.50	96.00-117.00	-	46	134	158	97	48	35	9	29	-	1	2	2	9	-	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	51	38.5	122.50	107.50	90.00-159.50	-	-	17	12	2	2	-	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	437	36.5	107.50	105.00	96.00-117.00	-	43	104	117	88	46	29	1	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	960	37.5	106.50	101.00	95.00-110.50	6	93	351	227	116	89	42	6	-	-	-	-	23	-	7	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	191	38.5	105.50	100.00	97.00-111.50	-	39	50	43	18	16	18	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	769	37.5	106.50	101.00	96.00-110.50	6	54	301	184	98	73	24	6	-	-	-	-	16	-	7	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	45	38.0	164.00	190.00	110.00-199.00	-	-	-	-	14	3	4	1	-	-	-	-	16	-	7	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	420	37.0	102.50	100.00	94.50-114.50	6	49	166	81	60	48	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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Table A-1. Weekly earnings of office workers in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
			Mean ²	Median ²	Middle range ²	\$	70	80	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	360																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hour ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360 and over			
						90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	over			
ALL WORKERS-- CONTINUED																													
MESSENGERS -----	443	38.5	\$ 133.00	\$ 120.50	\$ 101.00-149.50	31	59	65	66	60	22	37	17	12	6	9	1	16	38	4	-	-	-	-	-	-	-		
MANUFACTURING -----	221	39.0	130.50	124.50	110.50-149.50	3	11	40	40	35	12	35	16	10	5	9	-	3	2	-	-	-	-	-	-	-			
NONMANUFACTURING -----	222	38.0	135.50	113.00	97.50-167.50	28	48	25	26	25	10	2	1	2	1	-	1	13	36	4	-	-	-	-	-	-			
FINANCE -----	141	37.0	107.00	103.00	94.50-121.00	27	36	19	21	24	9	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-			
SECRETARIES -----	6,771	38.5	186.00	177.00	153.00-213.00	5	17	48	139	264	394	539	788	700	627	568	457	817	573	345	236	89	54	46	54	7			
MANUFACTURING -----	4,112	39.0	195.50	191.00	165.00-222.00	5	14	23	12	40	111	216	399	398	375	415	367	662	488	286	191	50	34	17	4	3			
NONMANUFACTURING -----	2,659	38.0	171.00	158.00	140.00-183.00	-	3	25	127	224	283	323	389	302	252	153	90	155	85	59	45	39	22	29	50	4			
PUBLIC UTILITIES -----	304	39.0	271.00	264.00	222.50-323.50	-	-	-	-	-	-	-	3	10	6	6	4	23	48	35	35	32	2	28	50	4			
RETAIL TRADE -----	389	38.0	162.50	160.00	140.00-180.00	-	2	5	22	26	28	49	62	53	47	29	21	35	3	4	-	2	1	-	-	-			
FINANCE -----	1,863	37.5	155.50	153.00	135.00-170.50	-	1	18	46	192	245	272	318	234	193	112	63	78	22	13	3	2	-	1	-	-			
SECRETARIES, CLASS A -----	393	39.0	235.00	234.00	204.00-259.00	-	1	-	-	-	5	1	4	12	20	11	27	71	75	70	47	13	13	13	3	7			
MANUFACTURING -----	238	39.5	243.50	235.00	217.00-262.50	-	-	-	-	-	-	-	-	3	5	2	13	43	61	47	37	5	7	10	2	3			
NONMANUFACTURING -----	155	38.5	222.50	211.00	183.00-252.50	-	1	-	-	-	5	1	4	9	15	9	14	28	14	23	10	8	6	3	1	4			
RETAIL TRADE -----	52	38.0	186.00	180.00	174.00-204.00	-	-	-	-	-	-	1	4	6	13	8	6	12	1	-	-	-	1	-	-	-			
SECRETARIES, CLASS B -----	1,443	39.0	211.50	202.00	180.00-235.00	-	-	-	-	8	7	26	77	93	139	161	162	291	163	134	73	24	11	23	51	-			
MANUFACTURING -----	845	39.5	215.00	209.50	192.00-237.00	-	-	-	-	1	1	1	26	26	53	80	106	241	113	113	61	10	7	4	2	-			
NONMANUFACTURING -----	598	38.0	207.00	186.00	160.00-223.50	-	-	-	-	7	6	25	51	67	86	81	56	50	50	21	12	14	4	19	49	-			
PUBLIC UTILITIES -----	124	39.5	299.00	325.50	229.00-350.00	-	-	-	-	-	-	-	-	-	-	2	2	5	24	7	4	8	4	19	49	-			
RETAIL TRADE -----	107	38.0	171.00	168.00	150.00-180.00	-	-	-	-	4	1	15	18	20	17	13	12	1	-	4	-	2	-	-	-	-			
FINANCE -----	330	37.5	183.00	180.00	162.00-194.50	-	-	-	-	3	5	10	29	45	69	62	42	40	17	5	2	1	-	-	-	-			
SECRETARIES, CLASS C -----	2,666	38.5	187.50	180.00	157.50-214.00	-	-	9	25	68	115	170	349	320	261	268	171	349	285	106	94	41	26	9	-	-			
MANUFACTURING -----	1,714	39.0	200.00	194.00	171.50-225.50	-	-	-	1	9	13	39	146	183	164	224	158	292	265	95	72	28	2	3	-	-			
NONMANUFACTURING -----	952	38.0	165.00	157.00	142.00-173.00	-	-	9	24	59	102	131	203	137	97	44	13	57	29	11	22	13	4	6	-	-			
PUBLIC UTILITIES -----	82	38.0	254.00	262.00	224.00-286.00	-	-	-	-	-	-	-	-	3	3	1	2	6	13	9	22	13	4	6	-	-			
RETAIL TRADE -----	143	38.5	161.00	157.00	140.00-176.50	-	-	1	12	13	6	19	28	18	13	8	3	20	2	-	-	-	-	-	-	-			
FINANCE -----	680	37.5	154.50	154.00	141.00-166.00	-	-	6	10	40	91	110	174	114	77	33	7	16	2	-	-	-	-	-	-	-			
SECRETARIES, CLASS D -----	1,913	38.5	160.50	155.00	138.50-175.50	5	16	38	86	140	217	289	305	227	173	114	94	103	33	31	22	11	8	1	-	-			
MANUFACTURING -----	1,294	38.5	168.00	162.50	144.50-184.50	5	14	23	11	30	97	176	227	186	153	109	90	86	32	27	21	7	-	-	-	-			
NONMANUFACTURING -----	619	38.0	144.50	138.00	125.00-153.00	-	2	15	75	110	120	113	78	41	20	5	4	17	1	4	1	4	8	1	-	-			
PUBLIC UTILITIES -----	45	40.0	230.50	209.50	181.50-297.50	-	-	-	-	-	-	-	3	5	3	3	-	12	1	4	1	4	8	1	-	-			
RETAIL TRADE -----	85	38.0	138.50	139.00	124.50-152.50	-	2	4	10	9	21	14	12	9	3	-	-	1	-	-	-	-	-	-	-	-			
FINANCE -----	481	38.0	138.00	135.00	125.00-148.00	-	-	11	58	101	99	99	62	27	14	2	4	4	-	-	-	-	-	-	-	-			
STENOGRAPHERS, GENERAL -----	1,037	39.0	160.00	145.00	124.00-199.00	-	4	82	133	106	118	95	57	72	60	23	80	37	134	31	2	1	-	2	-	-			
MANUFACTURING -----	436	39.5	165.00	155.50	134.00-197.00	-	-	6	27	49	66	58	25	49	41	4	2	16	88	5	-	-	-	-	-	-			
NONMANUFACTURING -----	601	38.5	156.00	141.00	115.00-199.00	-	4	76	106	57	52	37	32	43	19	19	78	21	46	26	2	1	-	2	-	-			
PUBLIC UTILITIES -----	267	38.5	197.50	199.00	165.50-220.00	-	-	-	-	2	20	8	20	19	10	13	77	21	46	26	2	1	-	2	-	-			
RETAIL TRADE -----	56	38.5	143.00	145.00	118.00-170.00	-	-	6	9	3	4	11	5	2	9	6	1	-	-	-	-	-	-	-	-	-			
FINANCE -----	271	38.5	118.00	115.00	109.00-125.00	-	4	70	97	52	28	15	4	1	-	-	-	-	-	-	-	-	-	-	-	-			
STENOGRAPHERS, SENIOR -----	731	39.5	174.00	172.00	147.00-184.00	-	-	1	17	45	63	76	62	71	76	203	15	17	30	19	11	24	1	-	-	-			
MANUFACTURING -----	593	40.0	171.00	175.00	149.00-183.50	-	-	1	17	25	50	60	38	68	66	197	12	16	27	13	1	1	1	-	-	-			
NONMANUFACTURING -----	138	38.5	187.50	157.50	141.00-254.00	-	-	-	-	20	13	16	24	3	10	6	3	1	3	6	10	23	-	-	-	-			
SWITCHBOARD OPERATORS, CLASS A -----	227	39.0	159.50	153.00	134.50-183.50	-	1	8	14	19	26	31	39	16	11	26	4	15	8	9	-	-	-	-	-	-			
MANUFACTURING -----	150	39.5	168.00	160.00	145.50-183.50	-	1	-	3	7	12	21	30	15	9	24	3	14	7	4	-	-	-	-	-	-			
NONMANUFACTURING -----	77	38.5	143.00	135.00	122.00-151.00	-	-	8	11	12	14	10	9	1	2	2	1	1	1	5	-	-	-	-	-	-			
FINANCE -----	53	37.5	137.00	136.00	122.00-145.50	-	-	4	6	8	13	9	9	-	2	-	1	-	1	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360				
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	over				
ALL WORKERS-- CONTINUED																														
WITCHBOARD OPERATORS, CLASS B -----	257	39.0	\$ 161.50	\$ 147.00	\$ 132.00-207.00	2	15	12	12	18	38	36	11	9	5	15	18	49	15	2	-	-	-	-	-	-	-			
MANUFACTURING -----	66	39.0	176.00	162.00	132.00-214.00	-	-	-	1	5	12	4	9	5	2	-	-	19	7	2	-	-	-	-	-	-				
NONMANUFACTURING -----	191	39.0	156.00	143.50	125.00-192.00	2	15	12	11	13	26	32	2	4	3	15	18	30	8	-	-	-	-	-	-	-				
PUBLIC UTILITIES -----	55	39.5	207.00	213.00	192.00-216.50	-	-	-	-	-	1	1	-	1	-	-	14	30	8	-	-	-	-	-	-	-				
RETAIL TRADE -----	106	39.0	136.00	135.00	107.00-146.00	2	15	11	7	7	17	23	1	1	3	15	4	-	-	-	-	-	-	-	-	-				
WITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	114	39.0	141.50	138.50	121.00-165.00	7	6	2	5	24	15	8	14	12	10	6	2	3	-	-	-	-	-	-	-	-				
	77	39.5	147.00	146.00	124.50-165.50	-	5	-	4	20	9	2	8	12	6	6	2	3	-	-	-	-	-	-	-	-				
ABULATING-MACHINE OPERATORS, CLASS A -----	59	39.5	247.00	243.00	230.50-280.50	-	-	-	-	1	-	1	1	1	-	1	1	4	10	17	7	14	1	-	-	-				
ABULATING-MACHINE OPERATORS, CLASS B -----	65	39.0	191.00	185.00	144.00-234.00	-	-	-	2	6	8	3	1	2	7	6	2	4	11	13	-	-	-	-	-	-				
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	133	37.5	139.50	133.00	121.00-143.00	-	-	7	25	20	35	23	6	2	4	-	2	1	5	3	-	-	-	-	-	-				
NONMANUFACTURING -----	102	36.5	133.00	129.00	117.00-140.00	-	-	7	25	20	22	17	6	2	-	-	-	-	-	3	-	-	-	-	-	-				
FINANCE -----	93	36.0	130.00	129.00	117.00-140.00	-	-	7	20	20	22	16	6	2	-	-	-	-	-	-	-	-	-	-	-	-				
YPISTS, CLASS A -----	886	38.5	141.50	132.00	116.00-162.00	-	11	108	155	143	119	70	46	62	69	22	15	10	49	7	-	-	-	-	-	-				
MANUFACTURING -----	360	39.5	152.00	153.00	132.00-172.00	-	1	10	29	41	43	45	37	56	62	19	5	5	5	2	-	-	-	-	-	-				
NONMANUFACTURING -----	526	38.0	134.00	122.00	112.00-137.00	-	10	98	126	102	76	25	9	6	7	3	10	5	44	5	-	-	-	-	-	-				
PUBLIC UTILITIES -----	102	39.0	198.00	211.00	160.50-229.00	-	-	-	-	12	7	4	6	6	3	10	5	44	5	-	-	-	-	-	-	-				
FINANCE -----	416	38.0	118.50	117.00	105.00-126.50	-	10	98	124	98	62	18	5	-	1	-	-	-	-	-	-	-	-	-	-	-				
YPISTS, CLASS B -----	1,006	38.0	123.00	117.00	106.50-133.00	17	90	220	226	165	134	56	21	14	9	12	10	21	11	-	-	-	-	-	-	-				
MANUFACTURING -----	356	38.5	132.50	129.00	116.00-138.00	5	5	37	79	63	90	28	15	9	2	3	3	17	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	650	37.5	118.00	112.00	102.00-123.00	12	85	183	147	102	44	28	6	5	7	9	7	4	11	-	-	-	-	-	-	-				
PUBLIC UTILITIES -----	47	39.5	189.00	182.50	173.50-217.50	-	-	-	-	2	-	3	2	2	7	9	7	4	11	-	-	-	-	-	-	-				
RETAIL TRADE -----	179	38.0	118.00	116.50	104.00-130.50	-	34	28	37	30	24	21	3	2	-	-	-	-	-	-	-	-	-	-	-	-				
FINANCE -----	412	37.5	109.50	108.00	102.00-117.00	12	51	155	109	65	14	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-				

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						100	110	120	130	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	and	over					
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						110	120	130	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	over							
ALL WORKERS																																	
COMPUTER OPERATORS, CLASS A -----	500	38.0	\$ 219.50	\$ 216.00	\$ 193.00-234.50	-	-	-	4	23	63	90	149	98	40	35	19	7	8	12	1	1	-	-	-	-	-	-					
MANUFACTURING -----	212	39.0	226.00	225.50	200.50-237.50	-	-	-	-	1	8	42	42	69	17	15	12	-	4	2	-	-	-	-	-	-	-						
NONMANUFACTURING -----	338	37.5	215.50	209.50	181.00-231.50	-	-	-	4	22	55	48	107	29	23	20	7	7	4	10	1	1	-	-	-	-	-						
PUBLIC UTILITIES -----	70	39.5	270.00	273.50	218.00-314.50	-	-	-	-	-	-	-	31	-	-	16	3	4	4	10	1	1	-	-	-	-	-						
FINANCE -----	201	37.0	197.50	200.00	177.00-215.00	-	-	-	4	21	40	35	63	18	16	1	2	1	-	-	-	-	-	-	-	-	-						
COMPUTER OPERATORS, CLASS B -----	1,121	38.0	186.00	182.00	157.00-205.00	-	21	40	38	197	199	300	165	55	33	41	11	18	3	-	-	-	-	-	-	-	-						
MANUFACTURING -----	438	39.0	185.50	182.00	163.50-194.50	-	7	4	8	82	88	140	57	13	14	7	7	11	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	683	37.5	186.00	185.00	155.00-209.50	-	14	36	30	115	111	160	108	42	19	34	4	7	3	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	116	38.5	221.00	209.00	199.00-260.00	-	-	-	-	2	1	52	24	1	6	27	1	2	-	-	-	-	-	-	-	-	-						
WHOLESALE TRADE -----	137	38.5	191.00	189.00	151.00-217.50	-	-	15	2	22	25	19	21	13	8	2	2	5	3	-	-	-	-	-	-	-	-						
RETAIL TRADE -----	106	38.0	185.00	184.50	155.00-210.00	-	-	3	4	21	14	23	21	16	4	-	-	-	-	-	-	-	-	-	-	-	-						
FINANCE -----	300	36.5	172.50	170.50	147.00-195.50	-	14	17	23	60	59	66	42	12	1	5	1	-	-	-	-	-	-	-	-	-	-						
COMPUTER OPERATORS, CLASS C -----	281	38.5	161.00	157.50	139.00-171.50	6	7	28	36	71	70	34	11	8	6	-	2	2	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	124	39.0	153.00	148.50	139.00-160.50	-	2	15	18	45	27	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	157	38.5	167.00	160.00	135.00-190.00	6	5	13	18	26	43	17	11	8	6	-	2	2	-	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	56	40.0	190.00	191.00	160.00-214.50	-	-	-	1	5	18	9	9	8	6	-	-	-	-	-	-	-	-	-	-	-	-						
FINANCE -----	65	36.5	141.50	134.50	125.00-157.50	6	5	10	16	12	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	759	38.0	306.00	298.00	270.50-325.50	-	-	-	-	-	-	1	7	37	103	98	148	149	61	43	27	23	19	24	6	13							
MANUFACTURING -----	233	39.0	308.50	300.00	268.50-330.00	-	-	-	-	-	-	-	5	22	24	31	34	37	24	19	6	8	2	13	-	8							
NONMANUFACTURING -----	526	37.5	305.00	296.50	270.50-321.00	-	-	-	-	-	-	1	2	15	79	67	114	112	37	24	21	15	17	11	6	5							
PUBLIC UTILITIES -----	70	39.0	381.00	390.00	338.50-422.00	-	-	-	-	-	-	-	-	-	6	-	-	5	7	4	9	7	13	11	3	5							
WHOLESALE TRADE -----	57	38.5	307.00	292.00	240.00-353.50	-	-	-	-	-	-	-	-	2	22	3	2	8	2	4	2	6	3	-	3	-							
RETAIL TRADE -----	54	39.0	311.50	307.00	268.00-335.00	-	-	-	-	-	-	-	-	-	3	6	8	16	10	7	4	-	-	-	-	-							
FINANCE -----	345	37.0	288.50	289.00	270.00-307.00	-	-	-	-	-	-	1	2	13	48	58	104	83	18	9	6	2	1	-	-	-							
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	789	38.0	254.50	247.50	218.00-284.50	-	-	-	-	14	6	86	103	135	126	110	48	44	54	37	4	21	1	-	-	-							
MANUFACTURING -----	222	39.0	247.00	247.00	218.50-270.00	-	-	-	-	-	-	38	20	39	49	33	21	8	10	-	-	4	-	-	-	-							
NONMANUFACTURING -----	567	37.5	257.00	250.00	217.00-298.00	-	-	-	-	14	6	48	83	96	77	77	27	36	44	37	4	17	1	-	-	-							
PUBLIC UTILITIES -----	142	38.5	324.50	324.50	314.00-343.50	-	-	-	-	-	-	-	2	15	-	4	7	12	43	37	4	17	1	-	-	-							
WHOLESALE TRADE -----	54	39.0	263.00	251.50	231.00-302.50	-	-	-	-	-	-	2	-	21	7	2	3	19	-	-	-	-	-	-	-	-							
FINANCE -----	332	37.0	228.50	230.50	202.00-260.00	-	-	-	-	14	4	45	75	58	52	66	14	4	-	-	-	-	-	-	-	-							
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	175	38.5	230.00	224.50	192.50-276.00	-	-	-	5	3	10	37	29	25	14	12	20	19	-	1	-	-	-	-	-	-							
NONMANUFACTURING -----	138	38.5	231.50	218.50	192.00-287.00	-	-	-	5	3	10	27	25	10	10	9	19	19	-	1	-	-	-	-	-	-							
FINANCE -----	51	37.0	201.00	202.00	190.50-214.00	-	-	-	-	-	5	13	24	9	-	-	-	-	-	-	-	-	-	-	-	-							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	604	38.0	365.00	357.50	322.50-404.00	-	-	-	-	-	-	-	1	-	3	23	53	64	82	80	66	61	75	36	21	39							
MANUFACTURING -----	233	39.0	364.50	355.00	326.00-400.00	-	-	-	-	-	-	-	-	-	-	9	20	19	36	41	22	27	20	9	13	17							
NONMANUFACTURING -----	371	37.5	365.50	362.00	318.00-409.50	-	-	-	-	-	-	-	1	-	3	14	33	45	46	39	44	34	55	27	8	22							
FINANCE -----	204	37.0	342.00	338.50	307.50-364.00	-	-	-	-	-	-	-	1	-	3	12	18	35	37	33	23	20	11	3	4	4							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	372	38.5	303.50	293.00	252.50-344.50	-	-	-	-	-	-	2	21	58	22	44	58	36	31	37	19	16	12	-	3	13							
MANUFACTURING -----	234	39.0	302.00	294.50	263.00-340.00	-	-	-	-	-	-	-	12	37	8	28	40	22	20	29	17	11	10	-	-	-							
NONMANUFACTURING -----	138	38.0	306.00	282.00	248.00-336.00	-	-	-	-	-	-	2	9	21	14	16	18	14	11	8	2	5	2	-	3	13							
FINANCE -----	66	37.0	251.50	248.00	224.50-274.00	-	-	-	-	-	-	2	8	20	8	15	7	3	3	-	-	-	-	-	-	-							

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						100	110	120	130	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	and		
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						110	120	130	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	over			
ALL WORKERS-- CONTINUED																													
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	92	37.5	\$ 256.50	\$ 269.00	\$ 216.50-289.00	-	-	-	-	-	7	8	11	5	9	23	11	11	4	2	1	-	-	-	-	-	-		
NONMANUFACTURING -----	54	37.0	237.00	223.50	197.00-278.50	-	-	-	-	-	7	8	9	5	4	9	4	7	1	-	-	-	-	-	-	-	-		
FINANCE -----	52	36.5	234.50	222.00	196.00-275.50	-	-	-	-	-	7	8	9	5	4	9	3	7	-	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS A -----	853	40.0	264.00	270.00	226.00-299.00	-	-	-	-	7	19	79	49	141	86	133	130	78	35	92	3	1	-	-	-	-	-		
MANUFACTURING -----	642	40.0	262.50	263.00	226.00-290.50	-	-	-	-	-	19	64	36	128	60	99	100	22	18	92	3	1	-	-	-	-	-		
NONMANUFACTURING -----	211	39.5	268.50	279.00	242.00-305.00	-	-	-	-	7	-	15	13	13	26	34	30	56	17	-	-	-	-	-	-	-	-		
SERVICES -----	164	40.0	277.50	282.50	260.00-307.50	-	-	-	-	-	-	15	5	10	10	31	27	50	16	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS B -----	1,055	39.5	236.50	237.50	202.00-270.00	-	-	-	-	31	78	100	174	160	150	236	37	75	9	-	5	-	-	-	-	-	-		
MANUFACTURING -----	694	40.0	238.50	242.00	210.00-268.00	-	-	-	-	26	47	68	90	108	123	145	19	54	9	-	5	-	-	-	-	-	-		
NONMANUFACTURING -----	361	39.5	232.50	227.50	202.00-270.00	-	-	-	-	5	31	32	84	52	27	91	16	21	-	-	-	-	-	-	-	-	-		
SERVICES -----	285	40.0	232.00	230.00	200.00-270.00	-	-	-	-	5	30	32	54	32	20	80	16	16	-	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS C -----	376	40.0	188.50	179.50	165.00-201.50	-	-	20	7	30	135	81	36	22	19	4	11	2	9	-	-	-	-	-	-	-	-		
MANUFACTURING -----	241	40.0	182.50	179.50	164.00-183.50	-	-	-	6	25	97	63	32	8	6	-	4	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	135	39.5	199.50	180.00	165.00-242.50	-	-	20	1	5	38	18	4	14	13	4	7	2	9	-	-	-	-	-	-	-	-		
SERVICES -----	92	40.0	166.50	175.00	140.00-180.00	-	-	20	-	5	37	18	4	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
DRAFTERS-TRACERS -----	143	38.5	168.50	172.00	145.50-199.00	1	6	10	3	34	30	57	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	64	39.5	152.50	156.50	129.00-164.50	-	6	10	2	19	20	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS -----	1,365	40.0	268.00	295.00	229.50-295.00	-	-	-	-	8	116	51	74	167	66	42	723	36	-	12	68	-	-	-	-	-	-		
MANUFACTURING -----	585	40.0	225.00	229.50	190.50-249.00	-	-	-	-	8	116	51	74	167	68	38	15	36	-	12	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS A-----	380	40.0	230.00	229.50	210.00-250.50	-	-	-	-	-	76	7	32	148	53	23	27	3	-	11	-	-	-	-	-	-	-		
MANUFACTURING -----	358	40.0	226.00	229.50	205.00-242.50	-	-	-	-	-	76	7	32	148	53	23	5	3	-	11	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS B-----	230	40.0	276.50	271.50	209.50-360.00	-	-	-	-	-	14	20	35	19	15	15	10	33	-	1	68	-	-	-	-	-	-		
MANUFACTURING -----	162	39.5	241.50	236.50	200.00-280.50	-	-	-	-	-	14	20	35	19	15	15	10	33	-	1	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS C-----	65	40.0	177.50	179.50	164.00-190.50	-	-	-	-	8	26	24	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	65	40.0	177.50	179.50	164.00-190.50	-	-	-	-	8	26	24	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) ---	320	39.0	219.00	211.50	189.00-238.50	-	-	-	-	3	29	79	71	62	22	30	15	6	1	2	-	-	-	-	-	-	-		
MANUFACTURING -----	257	39.5	218.00	211.00	191.00-230.50	-	-	-	-	-	22	67	65	43	18	28	10	4	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	63	38.0	224.50	223.00	187.50-243.00	-	-	-	-	3	7	12	6	19	4	2	5	2	1	2	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 100 and under	\$ 110	\$ 120	\$ 130	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460	and over						
						110	120	130	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	over							
ALL WORKERS																																	
COMPUTER OPERATORS, CLASS A -----	463	38.5	\$ 222.50	\$ 218.00	\$ 197.00-\$ 237.00	-	-	-	4	16	35	75	139	85	34	31	17	5	8	12	1	1	-	-	-	-	-	-					
MANUFACTURING -----	183	39.5	229.00	227.00	205.00-240.50	-	-	-	-	-	7	29	39	58	17	15	12	-	4	2	-	-	-	-	-	-	-						
NONMANUFACTURING -----	280	38.0	218.50	211.50	190.00-232.50	-	-	-	4	16	28	46	100	27	17	16	5	4	10	1	1	-	-	-	-	-	-						
PUBLIC UTILITIES -----	69	39.5	269.50	273.50	218.00-315.50	-	-	-	-	-	-	-	31	-	-	15	3	4	4	10	1	1	-	-	-	-	-						
FINANCE -----	167	37.0	201.50	204.00	181.50-217.50	-	-	-	4	15	20	35	58	18	13	1	2	1	-	-	-	-	-	-	-	-	-						
COMPUTER OPERATORS, CLASS B -----	633	38.5	190.00	185.00	160.00-209.50	-	-	11	22	124	106	175	81	37	25	35	4	13	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	231	39.0	192.00	183.00	163.50-205.00	-	-	2	7	41	50	64	21	12	14	7	2	11	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	402	38.0	188.50	189.00	157.50-207.50	-	-	9	15	83	56	111	60	25	11	28	2	2	-	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	110	38.5	223.00	209.50	199.00-260.00	-	-	-	-	2	1	46	24	1	6	27	1	2	-	-	-	-	-	-	-	-	-						
RETAIL TRADE -----	106	38.0	185.00	184.50	155.00-210.00	-	-	3	4	21	14	23	21	16	4	-	-	-	-	-	-	-	-	-	-	-	-						
FINANCE -----	172	37.5	172.50	167.50	153.50-190.00	-	-	5	9	51	39	42	15	8	1	1	1	-	-	-	-	-	-	-	-	-	-						
COMPUTER OPERATORS, CLASS C -----	164	39.0	164.00	157.50	140.00-183.50	6	7	8	16	49	27	26	11	8	6	-	-	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	63	39.0	154.50	150.00	141.00-165.50	-	2	-	7	32	13	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	101	38.5	170.00	167.50	135.00-194.50	6	5	8	9	17	14	17	11	8	6	-	-	-	-	-	-	-	-	-	-	-	-						
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	632	38.0	309.50	300.50	276.00-327.00	-	-	-	-	-	-	1	7	24	56	86	133	136	57	37	22	17	16	24	3	13							
MANUFACTURING -----	193	39.0	316.00	307.00	276.00-345.00	-	-	-	-	-	-	5	15	12	27	25	32	22	18	6	8	2	13	-	8	-							
NONMANUFACTURING -----	439	37.5	307.00	298.00	276.00-320.50	-	-	-	-	-	1	2	9	44	59	100	104	35	19	16	9	14	11	3	5	-							
PUBLIC UTILITIES -----	64	39.0	393.50	401.00	360.50-420.50	-	-	-	-	-	-	-	-	-	-	-	5	7	4	9	7	13	11	3	5	-							
RETAIL TRADE -----	54	39.0	311.50	307.00	288.00-335.00	-	-	-	-	-	-	-	-	3	6	8	16	10	7	4	-	-	-	-	-	-							
FINANCE -----	312	37.0	289.00	289.00	271.00-307.00	-	-	-	-	-	-	1	2	9	40	50	98	81	18	7	3	2	1	-	-	-							
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	490	38.5	270.50	262.00	230.50-310.50	-	-	-	-	-	4	31	58	52	87	73	42	26	54	37	4	21	1	-	-	-							
MANUFACTURING -----	137	39.0	262.50	259.00	242.00-285.00	-	-	-	-	-	-	13	6	10	41	25	20	8	10	-	-	4	-	-	-	-							
NONMANUFACTURING -----	353	38.0	274.00	263.00	225.00-324.50	-	-	-	-	-	4	18	52	42	46	48	22	18	44	37	4	17	1	-	-	-							
FINANCE -----	189	37.5	236.50	236.00	213.00-260.00	-	-	-	-	-	4	15	44	37	37	37	11	4	-	-	-	-	-	-	-	-							
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	137	38.5	245.00	239.00	209.50-287.00	-	-	-	-	3	1	13	29	25	14	12	20	19	-	1	-	-	-	-	-	-							
NONMANUFACTURING -----	106	39.0	249.00	257.50	204.00-287.50	-	-	-	-	3	1	9	25	10	10	9	19	19	-	1	-	-	-	-	-	-							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	510	38.0	367.50	362.00	330.00-409.00	-	-	-	-	-	-	-	1	-	3	18	33	36	73	80	58	59	69	35	17	28							
MANUFACTURING -----	202	39.0	373.50	360.00	336.00-403.00	-	-	-	-	-	-	-	-	-	-	4	10	11	32	41	20	25	20	9	13	17							
NONMANUFACTURING -----	308	37.5	364.00	363.00	325.50-409.50	-	-	-	-	-	-	-	1	-	3	14	23	25	41	39	38	34	49	26	4	11							
FINANCE -----	170	37.0	336.50	337.50	310.50-363.00	-	-	-	-	-	-	-	1	-	3	12	10	20	34	33	19	20	7	3	-	-							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	267	38.5	309.50	307.00	268.00-346.00	-	-	-	-	-	-	2	11	23	15	34	37	36	29	31	17	16	12	-	-	4							
MANUFACTURING -----	162	38.5	324.50	328.50	291.00-353.00	-	-	-	-	-	-	2	3	7	18	24	22	20	29	16	11	10	-	-	-	-							
NONMANUFACTURING -----	105	38.0	286.00	274.00	235.00-300.00	-	-	-	-	-	2	9	20	8	16	13	14	9	2	1	5	2	-	-	-	4							
FINANCE -----	66	37.0	251.50	248.00	224.50-274.00	-	-	-	-	-	-	2	8	20	8	15	7	3	3	-	-	-	-	-	-	-							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	91	37.5	256.50	269.50	216.00-289.50	-	-	-	-	-	7	8	11	5	8	23	11	11	4	2	1	-	-	-	-	-							
NONMANUFACTURING -----	54	37.0	237.00	223.50	197.00-275.50	-	-	-	-	-	7	8	9	5	4	9	4	7	1	-	-	-	-	-	-	-							
FINANCE -----	52	36.5	234.50	222.00	196.00-275.50	-	-	-	-	-	7	8	9	5	4	9	3	7	-	-	-	-	-	-	-	-							

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments
in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 100 and under	\$ 110	\$ 120	\$ 130	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460			
						110	120	130	140	160	180	200	220	240	260	280	300	320	340	360	400	420	440	460	over				
ALL WORKERS-- CONTINUED																													
DRAFTERS, CLASS A ----- MANUFACTURING -----	479 447	40.0 40.0	\$284.50 286.00	\$280.50 280.50	\$256.50-311.00 259.00-321.00	-	-	-	-	-	-	3	11	53	69	99	103	26	19	92	3	1	-	-	-	-	-		
DRAFTERS, CLASS B ----- MANUFACTURING -----	595 562	40.0 40.0	248.00 248.00	250.00 250.00	220.00-271.00 220.00-271.00	-	-	-	-	-	25	35	88	90	113	155	21	59	9	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS C ----- MANUFACTURING -----	199 159	40.0 40.0	201.50 186.50	184.00 180.00	165.50-228.50 164.00-204.00	-	-	5	5	19	55	35	29	10	15	4	11	2	9	-	-	-	-	-	-	-	-		
DRAFTERS-TRACERS ----- MANUFACTURING -----	119 52	38.5 40.0	172.00 152.00	175.00 156.50	156.50-194.00 120.00-164.50	1	5	10	3	21	20	57	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS ----- MANUFACTURING -----	1,171 459	40.0 40.0	270.50 232.50	295.00 229.50	235.50-295.00 205.50-250.50	-	-	-	-	8	33	45	61	165	61	29	722	35	-	12	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS A----- MANUFACTURING -----	290 268	40.0 40.0	244.00 240.00	229.50 229.50	229.50-250.50 229.00-250.50	-	-	-	-	-	-	4	28	148	50	21	26	2	-	11	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS B----- MANUFACTURING -----	140 140	39.5 39.5	240.00 240.00	233.50 233.50	200.00-294.50 200.00-294.50	-	-	-	-	-	14	20	30	17	11	4	10	33	-	1	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS C----- MANUFACTURING -----	51 51	40.0 40.0	174.50 174.50	179.50 179.50	164.00-190.50 164.00-190.50	-	-	-	-	8	19	21	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COURSES, INDUSTRIAL (REGISTERED) ----- MANUFACTURING -----	263 207	39.0 39.5	225.00 224.50	219.00 219.00	197.00-252.00 201.00-252.00	-	-	-	-	3	18	46	66	55	22	30	14	6	1	2	-	-	-	-	-	-	-		
NONMANUFACTURING -----	56	38.0	225.00	223.00	189.00-246.00	-	-	-	-	3	7	9	6	16	4	2	4	2	1	2	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Philadelphia, Pa.—N.J., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	447	38.5	208.50	CLERKS, ACCOUNTING, CLASS B -----	3,370	38.0	136.50	SECRETARIES -----	10,715	38.0	179.50
MANUFACTURING -----	260	39.0	227.50	MANUFACTURING -----	959	38.5	145.50	MANUFACTURING -----	5,205	39.0	190.50
NONMANUFACTURING -----	187	37.5	181.50	NONMANUFACTURING -----	2,411	38.0	132.50	NONMANUFACTURING -----	5,510	37.5	169.00
PUBLIC UTILITIES -----	52	39.0	222.50	PUBLIC UTILITIES -----	215	39.0	188.00	PUBLIC UTILITIES -----	445	38.5	241.50
FINANCE -----	99	36.0	160.00	WHOLESALE TRADE -----	534	39.0	137.00	WHOLESALE TRADE -----	966	38.5	171.00
CLERKS, ACCOUNTING, CLASS B -----	485	39.0	202.50	RETAIL TRADE -----	604	37.5	114.50	RETAIL TRADE -----	414	38.0	160.50
NONMANUFACTURING -----	238	38.0	160.50	FINANCE -----	606	36.5	120.00	FINANCE -----	2,759	36.5	160.00
PUBLIC UTILITIES -----	93	40.0	241.50	SERVICES -----	452	38.5	143.00	SERVICES -----	926	37.5	163.00
FINANCE -----	84	36.0	140.50	CLERKS, FILE, CLASS A -----	363	38.0	128.50	SECRETARIES, CLASS A -----	754	38.5	216.50
CLERKS, ORDER -----	156	38.5	188.50	MANUFACTURING -----	73	39.5	150.50	MANUFACTURING -----	406	39.0	222.50
MANUFACTURING -----	71	38.5	194.50	NONMANUFACTURING -----	290	37.5	123.00	NONMANUFACTURING -----	348	37.5	209.00
NONMANUFACTURING -----	85	39.0	184.00	FINANCE -----	249	37.5	118.00	RETAIL TRADE -----	56	38.5	183.50
WHOLESALE TRADE -----	85	39.0	184.00	CLERKS, FILE, CLASS B -----	635	37.0	113.50	FINANCE -----	126	35.5	210.00
CLERKS, PAYROLL -----	80	39.0	207.50	MANUFACTURING -----	95	38.0	130.50	SERVICES -----	70	38.0	199.00
MANUFACTURING -----	71	39.5	216.00	NONMANUFACTURING -----	540	36.5	110.50	SECRETARIES, CLASS B -----	2,593	38.0	196.50
MESSENGERS -----	513	38.0	126.00	WHOLESALE TRADE -----	51	38.5	122.50	MANUFACTURING -----	1,114	39.0	206.00
MANUFACTURING -----	154	39.0	133.00	FINANCE -----	422	36.5	107.00	NONMANUFACTURING -----	1,479	37.5	189.50
NONMANUFACTURING -----	359	37.5	122.50	CLERKS, FILE, CLASS C -----	896	37.5	106.50	PUBLIC UTILITIES -----	160	38.5	269.50
FINANCE -----	164	36.0	110.50	MANUFACTURING -----	188	38.5	105.00	WHOLESALE TRADE -----	259	39.0	189.00
SERVICES -----	129	38.0	113.50	NONMANUFACTURING -----	708	37.5	106.50	RETAIL TRADE -----	113	38.0	168.00
TABULATING-MACHINE OPERATORS, CLASS B -----	57	39.0	185.00	PUBLIC UTILITIES -----	44	38.0	164.50	FINANCE -----	794	36.5	180.00
OFFICE OCCUPATIONS - WOMEN				FINANCE -----	362	37.0	102.00	SERVICES -----	153	38.0	173.50
BILLERS, MACHINE (BILLING MACHINE) -----	140	38.0	151.50	CLERKS, ORDER -----	725	38.5	141.50	SECRETARIES, CLASS C -----	3,673	38.5	183.50
MANUFACTURING -----	74	38.0	135.00	MANUFACTURING -----	358	38.0	149.00	MANUFACTURING -----	2,098	39.0	195.50
NONMANUFACTURING -----	66	38.0	170.50	NONMANUFACTURING -----	367	38.5	134.50	NONMANUFACTURING -----	1,575	38.0	167.50
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	174	38.5	127.00	WHOLESALE TRADE -----	234	38.0	131.00	PUBLIC UTILITIES -----	135	38.5	232.50
NONMANUFACTURING -----	163	38.5	127.50	RETAIL TRADE -----	109	39.0	135.50	WHOLESALE TRADE -----	179	39.5	183.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	189	38.5	152.00	CLERKS, PAYROLL -----	494	38.0	156.50	RETAIL TRADE -----	146	38.5	161.00
MANUFACTURING -----	65	38.0	169.00	MANUFACTURING -----	294	38.5	163.00	FINANCE -----	860	37.0	155.00
NONMANUFACTURING -----	124	38.5	142.50	NONMANUFACTURING -----	200	38.0	147.50	SERVICES -----	255	38.0	169.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	286	38.0	128.00	RETAIL TRADE -----	56	37.5	124.00	SECRETARIES, CLASS D -----	3,339	38.0	156.50
MANUFACTURING -----	85	37.5	136.50	SERVICES -----	69	38.5	146.50	MANUFACTURING -----	1,566	38.5	164.50
NONMANUFACTURING -----	201	38.0	124.50	KEYPUNCH OPERATORS, CLASS A -----	1,543	38.5	161.50	NONMANUFACTURING -----	1,773	37.5	149.50
RETAIL TRADE -----	58	38.0	105.50	MANUFACTURING -----	714	39.0	165.00	PUBLIC UTILITIES -----	98	38.5	197.50
CLERKS, ACCOUNTING, CLASS A -----	2,149	38.0	165.00	NONMANUFACTURING -----	829	38.0	158.50	RETAIL TRADE -----	97	38.0	137.50
MANUFACTURING -----	884	38.5	174.50	WHOLESALE TRADE -----	171	38.0	158.00	FINANCE -----	646	36.5	140.00
NONMANUFACTURING -----	1,265	37.5	158.50	RETAIL TRADE -----	60	37.5	144.00	SERVICES -----	448	37.0	150.00
PUBLIC UTILITIES -----	97	39.5	214.00	FINANCE -----	498	37.0	139.00	STENOGRAPHERS, GENERAL -----	1,748	38.0	151.50
WHOLESALE TRADE -----	265	38.0	160.50	KEYPUNCH OPERATORS, CLASS B -----	2,015	38.0	138.50	MANUFACTURING -----	656	39.5	157.00
RETAIL TRADE -----	379	38.0	143.50	MANUFACTURING -----	687	38.5	138.00	NONMANUFACTURING -----	1,092	37.0	148.50
FINANCE -----	386	36.0	150.00	NONMANUFACTURING -----	1,328	37.5	139.00	PUBLIC UTILITIES -----	260	38.5	195.00
SERVICES -----	138	38.0	161.50	PUBLIC UTILITIES -----	150	38.5	173.00	WHOLESALE TRADE -----	86	39.5	133.50
				WHOLESALE TRADE -----	369	38.5	139.00	RETAIL TRADE -----	69	38.0	139.00
				RETAIL TRADE -----	281	38.5	145.00	FINANCE -----	551	35.5	129.50
				FINANCE -----	390	36.0	125.00	SERVICES -----	126	38.0	152.00
				SERVICES -----	138	37.0	129.00	STENOGRAPHERS, SENIOR -----	1,246	39.0	169.50
				MESSENGERS -----	344	37.5	120.00	MANUFACTURING -----	827	39.5	165.50
				MANUFACTURING -----	116	39.5	126.50	NONMANUFACTURING -----	419	38.0	177.50
				NONMANUFACTURING -----	228	37.0	116.50	WHOLESALE TRADE -----	108	39.5	176.00
				FINANCE -----	141	36.0	102.00	FINANCE -----	115	37.0	170.50
								SERVICES -----	84	36.5	157.50

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Philadelphia, Pa.—N.J., November 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS WOMEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$
SWITCHBOARD OPERATORS, CLASS A ----	319	38.5	154.50	COMPUTER OPERATORS, CLASS B -----	887	38.0	189.00	DRAFTERS, CLASS C -----	325	40.0	190.50
MANUFACTURING -----	175	39.0	163.50	MANUFACTURING -----	331	39.0	190.00	MANUFACTURING -----	199	40.0	185.00
NONMANUFACTURING -----	144	37.5	143.50	NONMANUFACTURING -----	556	37.5	188.50	NONMANUFACTURING -----	126	39.5	199.50
FINANCE -----	100	36.5	138.50	WHOLESALE TRADE -----	129	38.5	193.00	SERVICES -----	86	40.0	166.00
SWITCHBOARD OPERATORS, CLASS B ----	588	38.5	142.00	RETAIL TRADE -----	94	38.0	188.00	DRAFTERS-TRACERS -----	72	39.5	151.00
MANUFACTURING -----	91	39.0	170.00	FINANCE -----	254	36.5	175.50	MANUFACTURING -----	59	39.5	151.50
NONMANUFACTURING -----	497	38.5	136.50	COMPUTER OPERATORS, CLASS C -----	184	38.5	167.50	ELECTRONICS TECHNICIANS -----	1,297	40.0	270.50
PUBLIC UTILITIES -----	60	39.0	195.50	MANUFACTURING -----	64	38.5	158.50	MANUFACTURING -----	543	40.0	228.00
RETAIL TRADE -----	147	38.5	128.00	NONMANUFACTURING -----	120	38.5	172.50	ELECTRONICS TECHNICIANS, CLASS A-----	357	40.0	233.50
FINANCE -----	58	37.0	131.00	FINANCE -----	51	37.0	144.00	MANUFACTURING -----	335	40.0	229.50
SERVICES -----	199	38.5	126.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	636	38.0	307.50	ELECTRONICS TECHNICIANS, CLASS B-----	225	40.0	278.00
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	1,057	38.0	136.00	MANUFACTURING -----	196	39.0	307.00	MANUFACTURING -----	157	39.5	242.50
MANUFACTURING -----	550	38.5	139.00	NONMANUFACTURING -----	440	38.0	307.50	ELECTRONICS TECHNICIANS, CLASS C-----	51	40.0	175.00
NONMANUFACTURING -----	507	37.5	133.00	PUBLIC UTILITIES -----	61	39.5	378.00	MANUFACTURING -----	51	40.0	175.00
PUBLIC UTILITIES -----	35	38.5	160.50	WHOLESALE TRADE -----	56	38.5	308.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
WHOLESALE TRADE -----	150	38.5	131.00	RETAIL TRADE -----	53	39.0	312.50	COMPUTER OPERATORS, CLASS A -----	224	38.0	173.50
RETAIL TRADE -----	51	38.0	114.00	FINANCE -----	270	37.0	291.00	MANUFACTURING -----	107	38.5	171.50
FINANCE -----	151	36.0	138.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	588	38.0	254.00	NONMANUFACTURING -----	117	37.5	175.00
SERVICES -----	120	38.0	129.50	MANUFACTURING -----	175	39.0	247.50	COMPUTER OPERATORS, CLASS C -----	97	38.5	148.50
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	499	36.5	139.50	NONMANUFACTURING -----	413	37.5	257.00	MANUFACTURING -----	60	39.0	147.50
MANUFACTURING -----	97	37.5	147.50	PUBLIC UTILITIES -----	97	38.5	329.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	113	37.5	302.50
NONMANUFACTURING -----	402	36.5	137.50	WHOLESALE TRADE -----	54	39.0	263.00	NONMANUFACTURING -----	76	37.0	296.00
FINANCE -----	269	36.0	133.00	FINANCE -----	228	36.5	230.00	FINANCE -----	65	36.5	282.50
TYPISTS, CLASS A -----	1,351	38.0	141.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	130	39.0	239.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	176	37.5	258.50
MANUFACTURING -----	429	39.5	149.00	NONMANUFACTURING -----	102	39.0	242.00	NONMANUFACTURING -----	129	37.0	263.50
NONMANUFACTURING -----	922	37.5	137.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	524	38.0	363.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	73	38.0	384.50
PUBLIC UTILITIES -----	134	39.0	184.00	MANUFACTURING -----	215	39.0	364.00	MANUFACTURING -----	79	38.5	279.00
WHOLESALE TRADE -----	85	40.0	137.50	NONMANUFACTURING -----	309	37.5	363.00	MANUFACTURING -----	54	39.0	294.50
FINANCE -----	481	37.0	123.50	FINANCE -----	186	36.5	345.50	DRAFTERS, CLASS A -----	95	39.5	230.50
SERVICES -----	214	38.0	139.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	286	38.5	311.50	MANUFACTURING -----	52	39.5	217.50
TYPISTS, CLASS B -----	2,452	37.5	120.00	MANUFACTURING -----	180	39.0	304.00	DRAFTERS, CLASS C -----	51	40.0	176.00
MANUFACTURING -----	568	38.5	131.50	NONMANUFACTURING -----	106	38.0	323.50	ELECTRONICS TECHNICIANS -----	68	40.0	225.50
NONMANUFACTURING -----	1,884	37.0	116.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	59	37.5	273.00	NURSES, INDUSTRIAL (REGISTERED) ---	309	39.0	214.50
PUBLIC UTILITIES -----	67	39.5	175.00	DRAFTERS, CLASS A -----	805	40.0	266.50	MANUFACTURING -----	249	39.5	217.50
WHOLESALE TRADE -----	233	39.0	121.00	MANUFACTURING -----	604	40.0	266.50	NONMANUFACTURING -----	60	38.0	225.50
RETAIL TRADE -----	201	38.0	114.00	NONMANUFACTURING -----	201	39.5	267.00				
FINANCE -----	1,243	36.0	112.00	SERVICES -----	156	40.0	276.50				
SERVICES -----	140	39.0	127.50	DRAFTERS, CLASS B -----	960	39.5	237.50				
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				MANUFACTURING -----	642	40.0	240.50				
COMPUTER OPERATORS, CLASS A -----	496	38.0	218.50	NONMANUFACTURING -----	318	39.5	231.00				
MANUFACTURING -----	193	39.0	227.00	SERVICES -----	242	40.0	229.50				
NONMANUFACTURING -----	303	37.5	213.00								
PUBLIC UTILITIES -----	60	40.0	258.50								
FINANCE -----	178	36.5	198.00								

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Philadelphia, Pa.—N.J., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	303	39.0	225.00	KEYPUNCH OPERATORS, CLASS A -----	1,020	38.5	167.00	STENOGRAPHERS, SENIOR -----	730	39.5	174.00
MANUFACTURING -----	224	39.0	234.00	MANUFACTURING -----	522	39.5	171.00	MANUFACTURING -----	592	40.0	170.50
NONMANUFACTURING -----	79	38.5	199.50	NONMANUFACTURING -----	498	38.0	162.50	NONMANUFACTURING -----	138	38.5	187.50
PUBLIC UTILITIES -----	31	40.0	254.00	RETAIL TRADE -----	60	37.5	144.00				
				FINANCE -----	306	37.0	137.00	SWITCHBOARD OPERATORS, CLASS A -----	225	39.0	159.00
CLERKS, ACCOUNTING, CLASS B -----	366	39.5	220.50	KEYPUNCH OPERATORS, CLASS B -----	922	38.5	145.50	MANUFACTURING -----	148	39.5	167.00
NONMANUFACTURING -----	119	39.5	213.50	MANUFACTURING -----	312	39.0	149.50	NONMANUFACTURING -----	77	38.5	143.00
MESSENGERS -----	224	38.5	138.00	NONMANUFACTURING -----	610	38.5	143.50	FINANCE -----	53	37.5	137.00
MANUFACTURING -----	120	39.5	133.00	PUBLIC UTILITIES -----	106	39.0	187.00	SWITCHBOARD OPERATORS, CLASS B -----	253	39.0	160.50
NONMANUFACTURING -----	104	38.0	143.50	RETAIL TRADE -----	281	38.5	145.00	MANUFACTURING -----	66	39.0	176.00
FINANCE -----	60	36.5	109.00	MESSENGERS -----	196	38.5	129.50	NONMANUFACTURING -----	187	39.0	155.00
TABULATING-MACHINE OPERATORS, CLASS B -----	55	39.0	186.50	MANUFACTURING -----	90	39.5	128.00	PUBLIC UTILITIES -----	51	39.5	206.00
				NONMANUFACTURING -----	106	37.5	130.50	RETAIL TRADE -----	106	39.0	136.00
OFFICE OCCUPATIONS - WOMEN				FINANCE -----	69	36.5	105.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	114	39.0	141.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	52	38.0	126.50	SECRETARIES -----	6,552	38.5	187.00	MANUFACTURING -----	77	39.5	147.00
CLERKS, ACCOUNTING, CLASS A -----	914	38.5	170.50	MANUFACTURING -----	4,103	39.0	195.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	131	37.0	138.50
MANUFACTURING -----	413	39.0	183.00	NONMANUFACTURING -----	2,449	37.5	172.50	NONMANUFACTURING -----	100	36.5	131.50
NONMANUFACTURING -----	501	38.0	160.00	PUBLIC UTILITIES -----	293	39.0	271.00	FINANCE -----	92	36.0	130.00
RETAIL TRADE -----	277	38.5	148.00	RETAIL TRADE -----	389	38.0	162.50				
FINANCE -----	154	37.0	152.00	FINANCE -----	1,665	37.5	156.50	TYPISTS, CLASS A -----	813	38.5	142.50
CLERKS, ACCOUNTING, CLASS B -----	1,134	38.5	142.00	SECRETARIES, CLASS A -----	380	39.0	234.00	MANUFACTURING -----	357	39.5	152.00
MANUFACTURING -----	360	39.0	157.50	MANUFACTURING -----	236	39.5	242.00	NONMANUFACTURING -----	456	37.5	134.50
NONMANUFACTURING -----	774	38.0	134.50	NONMANUFACTURING -----	144	38.5	220.50	PUBLIC UTILITIES -----	91	39.0	194.50
PUBLIC UTILITIES -----	104	39.5	228.00	RETAIL TRADE -----	52	38.0	186.00	FINANCE -----	357	37.5	119.50
RETAIL TRADE -----	486	38.0	117.50	SECRETARIES, CLASS B -----	1,412	39.0	212.00	TYPISTS, CLASS B -----	963	38.0	123.00
FINANCE -----	147	37.0	128.50	MANUFACTURING -----	844	39.5	214.50	MANUFACTURING -----	356	38.5	132.50
CLERKS, FILE, CLASS A -----	264	38.5	126.00	NONMANUFACTURING -----	144	38.5	220.50	NONMANUFACTURING -----	607	37.5	117.50
MANUFACTURING -----	66	39.5	151.00	RETAIL TRADE -----	120	39.5	299.50	RETAIL TRADE -----	177	38.0	118.00
NONMANUFACTURING -----	198	38.0	118.00	PUBLIC UTILITIES -----	107	38.0	171.00	FINANCE -----	378	37.0	109.50
CLERKS, FILE, CLASS B -----	239	37.5	114.50	FINANCE -----	305	37.5	184.00				
MANUFACTURING -----	209	37.5	110.50	SECRETARIES, CLASS C -----	2,620	38.5	188.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
NONMANUFACTURING -----	171	37.5	107.00	MANUFACTURING -----	1,709	39.0	200.00	COMPUTER OPERATORS, CLASS A -----	410	38.5	222.00
FINANCE -----				NONMANUFACTURING -----	911	38.0	165.50	MANUFACTURING -----	164	39.5	230.50
CLERKS, FILE, CLASS C -----	505	38.0	105.50	PUBLIC UTILITIES -----	82	38.0	254.00	NONMANUFACTURING -----	246	37.5	216.00
MANUFACTURING -----	148	38.5	104.50	RETAIL TRADE -----	143	38.5	161.00	PUBLIC UTILITIES -----	59	40.0	258.00
NONMANUFACTURING -----	357	37.5	105.50	FINANCE -----	639	37.5	154.50	FINANCE -----	144	37.0	203.00
FINANCE -----	224	37.5	102.00	SECRETARIES, CLASS D -----	1,784	38.5	162.00	COMPUTER OPERATORS, CLASS B -----	513	38.5	192.00
CLERKS, ORDER -----	202	39.0	144.00	MANUFACTURING -----	1,293	38.5	168.00	MANUFACTURING -----	211	39.0	192.50
MANUFACTURING -----	72	38.5	153.00	NONMANUFACTURING -----				NONMANUFACTURING -----	302	38.0	191.50
NONMANUFACTURING -----	130	39.0	139.00	PUBLIC UTILITIES -----	45	40.0	230.50	RETAIL TRADE -----	94	38.0	188.00
RETAIL TRADE -----	100	39.0	137.00	RETAIL TRADE -----	85	38.0	138.50	FINANCE -----	143	37.5	174.00
CLERKS, PAYROLL -----	179	38.5	166.50	STENOGRAPHERS, GENERAL -----	913	38.5	164.00	COMPUTER OPERATORS, CLASS C -----	147	39.0	166.00
MANUFACTURING -----	96	39.0	183.00	MANUFACTURING -----	433	39.5	165.00	NONMANUFACTURING -----	98	38.5	171.00
NONMANUFACTURING -----	83	37.5	147.50	NONMANUFACTURING -----	254	38.5	195.00				
				PUBLIC UTILITIES -----	56	38.5	143.00				
				RETAIL TRADE -----							

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Philadelphia, Pa.—N.J., November 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	530	38.0	\$ 311.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	432	38.5	\$ 366.00	ELECTRONICS TECHNICIANS--CONTINUED			
MANUFACTURING -----	159	39.0	315.50	MANUFACTURING -----	186	39.0	373.00	ELECTRONICS TECHNICIANS, CLASS A-- MANUFACTURING -----	287	40.0	244.50
NONMANUFACTURING -----	371	37.5	309.00	NONMANUFACTURING -----	246	37.5	360.50		265	40.0	240.00
PUBLIC UTILITIES -----	55	39.0	391.50	FINANCE -----	152	37.0	340.50	ELECTRONICS TECHNICIANS, CLASS B-- MANUFACTURING -----	135	39.5	241.50
RETAIL TRADE -----	53	39.0	312.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	208	38.5	314.50		135	39.5	241.50
FINANCE -----	255	37.0	290.50	MANUFACTURING -----	128	38.5	325.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	345	38.5	271.00	NONMANUFACTURING -----	80	37.5	298.50	COMPUTER OPERATORS, CLASS B ----- NONMANUFACTURING -----	110	37.5	182.00
MANUFACTURING -----	106	39.0	264.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	59	37.5	273.00		90	37.5	181.00
NONMANUFACTURING -----	239	38.0	274.00	DRAFTERS, CLASS A -----	471	40.0	284.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	92	37.5	309.00
PUBLIC UTILITIES -----	85	38.5	333.00	MANUFACTURING -----	441	40.0	286.00	NONMANUFACTURING -----	58	37.0	303.50
FINANCE -----	125	37.5	238.50	DRAFTERS, CLASS B -----	557	40.0	249.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	52	38.0	296.00
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	111	39.0	251.00	MANUFACTURING -----	524	40.0	250.00	NURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	256	39.0	225.50
NONMANUFACTURING -----	85	39.0	257.00	DRAFTERS, CLASS C -----	170	40.0	205.00		203	39.5	225.00
				MANUFACTURING -----	133	40.0	189.50	NONMANUFACTURING -----	53	38.0	226.50
				ELECTRONICS TECHNICIANS -----	1,123	40.0	271.50				
				MANUFACTURING -----	437	40.0	234.50				

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²																										
					Under \$3.20	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	\$8.40	\$8.80	\$9.20	\$9.60	over		
ALL WORKERS		\$	\$	\$	\$	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOILER TENDERS -----	291	5.47	5.32	4.93- 5.75	-	-	-	6	-	-	8	34	10	30	13	109	10	12	42	9	8	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	281	5.50	5.32	4.93- 5.75	-	-	-	-	-	-	8	34	10	30	13	109	10	8	42	9	8	-	-	-	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	658	6.74	6.58	5.55- 7.34	-	-	-	-	1	4	5	-	4	48	8	117	122	14	46	48	111	1	16	-	1	112	-	-	-	-
MANUFACTURING -----	396	6.32	6.26	5.40- 7.31	-	-	-	-	-	-	-	-	2	32	2	83	70	12	44	33	108	1	8	-	1	-	-	-	-	
NONMANUFACTURING -----	262	7.38	7.10	5.55- 9.52	-	-	-	1	4	5	-	2	16	6	34	52	2	2	15	3	-	8	-	-	-	112	-	-	-	-
PUBLIC UTILITIES -----	35	6.33	5.91	5.68- 5.91	-	-	-	-	-	-	-	-	-	-	-	4	23	-	-	-	-	8	-	-	-	-	-	-	-	-
RETAIL TRADE -----	125	9.19	9.52	9.52- 9.52	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	12	3	-	-	-	-	-	109	-	-	-
ELECTRICIANS, MAINTENANCE -----	2,032	6.35	6.18	5.40- 7.25	-	12	3	3	-	8	5	15	23	29	216	338	263	226	157	180	351	34	96	-	41	10	22	-	-	-
MANUFACTURING -----	1,628	6.25	6.09	5.44- 7.07	-	-	-	-	-	1	1	14	23	28	160	280	247	209	155	152	284	27	-	-	36	-	11	-	-	-
NONMANUFACTURING -----	404	6.73	7.10	5.30- 8.16	-	12	3	3	-	7	4	1	-	1	56	58	16	17	2	28	67	7	96	-	5	10	11	-	-	-
RETAIL TRADE -----	106	7.83	7.56	7.56- 7.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	17	66	-	2	-	5	10	-	-	-	-
FINANCE -----	131	5.60	5.30	5.03- 5.55	-	-	-	-	-	1	-	-	-	-	53	58	5	5	1	1	1	-	-	-	-	-	-	-	-	-
ENGINEERS, STATIONARY -----	865	5.88	5.76	5.25- 6.74	-	16	4	12	28	6	16	5	6	13	24	230	172	72	60	71	73	23	34	-	-	-	-	-	-	-
MANUFACTURING -----	406	6.21	6.28	5.35- 6.86	-	-	1	-	11	1	14	4	-	6	21	67	46	65	46	66	1	23	34	-	-	-	-	-	-	-
NONMANUFACTURING -----	459	5.59	5.45	5.25- 5.76	-	16	3	12	17	5	2	1	6	7	3	163	126	7	14	5	72	-	-	-	-	-	-	-	-	-
FINANCE -----	284	5.47	5.25	5.25- 5.76	-	-	-	-	-	1	1	1	2	4	3	153	115	-	2	-	2	-	-	-	-	-	-	-	-	-
SERVICES -----	63	3.87	3.90	3.40- 3.90	-	16	3	12	17	4	1	-	4	2	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-
HELPERS, MAINTENANCE TRADES -----	768	5.34	5.69	4.77- 6.11	44	18	16	1	6	17	37	21	43	18	77	47	165	209	38	6	4	1	-	-	-	-	-	-	-	-
MANUFACTURING -----	617	5.32	5.71	4.77- 6.04	35	11	12	-	6	11	19	21	43	16	71	29	147	195	-	-	-	1	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	151	5.42	5.60	4.20- 6.68	9	7	4	1	-	6	18	-	-	2	6	18	18	14	38	6	4	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM -----	429	5.78	5.67	5.46- 5.90	-	-	-	-	-	-	-	1	-	14	11	134	168	47	15	37	-	2	-	-	-	-	-	-	-	-
MANUFACTURING -----	429	5.78	5.67	5.46- 5.90	-	-	-	-	-	-	-	1	-	14	11	134	168	47	15	37	-	2	-	-	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	1,727	6.47	6.54	5.70- 7.33	-	-	-	20	-	10	63	6	14	37	94	144	217	103	330	167	270	104	80	68	-	-	-	-	-	-
MANUFACTURING -----	1,572	6.38	6.54	5.63- 7.29	-	-	-	20	-	10	63	6	14	37	94	144	217	54	324	157	269	94	1	68	-	-	-	-	-	-
NONMANUFACTURING -----	155	7.40	8.16	6.29- 8.16	-	-	-	-	-	-	-	-	-	-	-	-	-	49	6	10	1	10	79	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	155	7.40	8.16	6.29- 8.16	-	-	-	-	-	-	-	-	-	-	-	-	-	49	6	10	1	10	79	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	2,018	6.50	6.60	5.77- 7.21	-	-	-	6	-	-	-	9	22	1	33	321	215	279	351	237	381	156	7	-	-	-	-	-	-	-
MANUFACTURING -----	367	6.58	6.74	6.06- 7.25	-	-	-	-	-	-	-	9	-	1	-	37	36	72	58	40	88	26	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,651	6.48	6.55	5.77- 7.21	-	-	-	6	-	-	-	-	22	-	33	284	179	207	293	197	293	130	7	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	593	6.98	7.18	6.43- 7.47	-	-	-	-	-	-	-	-	18	-	-	-	4	93	126	60	197	88	7	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE -----	2,596	5.82	5.65	5.21- 6.55	-	-	-	-	-	32	89	80	15	271	157	545	420	229	423	60	275	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	2,480	5.83	5.69	5.23- 6.61	-	-	-	-	-	32	89	55	10	257	142	530	415	214	423	42	271	-	-	-	-	-	-	-	-	-
MILLWRIGHTS -----	749	6.50	6.43	6.00- 7.30	-	-	-	-	-	-	-	-	-	-	39	106	33	172	70	59	270	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	749	6.50	6.43	6.00- 7.30	-	-	-	-	-	-	-	-	-	-	39	106	33	172	70	59	270	-	-	-	-	-	-	-	-	-
PAINTERS, MAINTENANCE -----	356	5.83	5.75	4.93- 6.91	12	5	-	7	-	4	2	2	2	56	15	61	42	22	29	49	43	-	3	-	2	-	-	-	-	-
MANUFACTURING -----	247	6.12	5.99	5.39- 6.99	-	-	-	-	-	-	-	-	-	28	9	54	34	20	26	43	30	-	3	-	-	-	-	-	-	-
NONMANUFACTURING -----	109	5.16	4.85	4.18- 5.98	*12	5	-	7	-	4	2	2	2	28	6	7	8	2	3	6	13	-	-	-	2	-	-	-	-	-
PIPEFITTERS, MAINTENANCE -----	1,080	6.47	6.86	5.65- 7.31	-	-	-	-	-	-	3	4	3	101	5	129	159	78	53	172	320	2	45	-	-	-	-	-	-	-
MANUFACTURING -----	1,009	6.38	6.79	5.63- 7.25	-	-	-	-	-	-	3	4	3	101	5	129	157	68	53	163	319	1	1	-	-	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE -----	146	6.31	6.12	5.50- 6.86	-	-	-	-	-	-	-	-	-	1	1	46	10	24	16	23	19	2	4	-	-	-	-	-	-	-
MANUFACTURING -----	130	6.25	6.12	5.48- 6.86	-	-	-	-	-	-	-	-	-	1	1	46	10	15	15	22	19	1	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS -----	1,247	6.46	6.28	5.89- 7.42	-	-	-	-	-	-	-	-	24	-	28	49	247	323	154	27	393	2	-	-	-	-	-	-	-	-
MANUFACTURING -----	1,238	6.46	6.28	5.85- 7.42	-	-	-	-	-	-	-	-	24	-	28	49	247	318	152	25	393	2	-	-	-	-	-	-	-	-

* Workers were at \$3 to \$3.20.

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments
in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²																										
					Under \$3.40	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00	\$8.40	\$8.80	\$9.20	\$9.60	and over		
ALL WORKERS																														
BOILER TENDERS -----	123	\$6.04	\$6.40	\$5.38- \$6.79	-	-	-	-	-	8	5	4	-	13	4	8	10	12	42	9	8	-	-	-	-	-	-	-		
MANUFACTURING -----	119	6.03	6.40	5.27- 6.79	-	-	-	-	-	8	5	4	-	13	4	8	10	8	42	9	8	-	-	-	-	-	-	-		
CARPENTERS, MAINTENANCE -----	486	7.18	7.13	5.87- 8.02	-	-	-	1	-	1	-	3	11	8	34	27	66	14	39	45	108	-	16	-	1	112	-	-		
MANUFACTURING -----	312	6.54	6.76	5.72- 7.32	-	-	-	-	-	-	-	2	8	2	33	21	47	12	37	33	108	-	8	-	1	-	-			
NONMANUFACTURING -----	174	8.34	9.52	7.10- 9.52	-	-	-	1	-	1	-	1	3	6	1	6	19	2	2	12	-	-	8	-	-	112	-			
PUBLIC UTILITIES -----	29	6.47	5.91	5.91- 8.16	-	-	-	-	-	-	-	-	-	-	-	4	17	-	-	-	-	-	8	-	-	-	-			
ELECTRICIANS, MAINTENANCE -----	1,486	6.70	6.79	5.75- 7.41	-	-	-	-	2	1	2	2	28	49	102	78	209	148	141	178	345	34	96	-	41	10	22			
MANUFACTURING -----	1,239	6.49	6.54	5.65- 7.25	-	-	-	-	1	1	2	2	28	46	101	75	193	143	139	150	284	27	-	-	36	-	11			
NONMANUFACTURING -----	249	7.75	7.93	7.56- 8.16	-	-	-	1	-	-	-	-	-	3	1	3	16	5	2	28	61	7	96	-	5	10	11			
RETAIL TRADE -----	100	7.86	7.56	7.56- 7.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	17	60	-	2	-	5	10	5			
ENGINEERS, STATIONARY -----	471	6.44	6.54	5.60- 7.38	-	1	-	-	2	1	5	2	11	16	49	28	54	64	51	57	73	23	34	-	-	-	-			
MANUFACTURING -----	331	6.38	6.33	5.58- 7.12	-	1	-	-	1	-	4	-	6	13	40	19	38	57	42	52	1	23	34	-	-	-	-			
NONMANUFACTURING -----	140	6.56	7.31	5.60- 7.38	-	-	-	-	1	1	1	2	5	3	9	9	16	7	9	5	72	-	-	-	-	-	-			
HELPERS, MAINTENANCE TRADES -----	540	5.73	5.89	5.61- 6.28	9	5	1	6	8	13	21	24	2	13	15	15	152	208	37	6	4	1	-	-	-	-	-			
MANUFACTURING -----	439	5.66	5.89	5.64- 6.16	5	5	-	6	7	13	21	24	-	7	2	10	143	195	-	-	-	1	-	-	-	-	-			
MACHINE-TOOL OPERATORS, TOOLROOM -----	248	5.90	5.69	5.47- 6.28	-	-	-	-	-	-	1	-	14	11	26	22	88	32	15	37	-	2	-	-	-	-	-			
MANUFACTURING -----	248	5.90	5.69	5.47- 6.28	-	-	-	-	-	-	1	-	14	11	26	22	88	32	15	37	-	2	-	-	-	-	-			
MACHINISTS, MAINTENANCE -----	1,390	6.82	6.79	6.29- 7.44	-	-	-	-	-	-	-	-	-	37	47	36	183	84	314	167	270	104	80	68	-	-	-			
MANUFACTURING -----	1,247	6.74	6.71	6.05- 7.36	-	-	-	-	-	-	-	-	-	37	47	36	183	42	313	157	269	94	1	68	-	-	-			
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	560	7.00	7.21	6.40- 7.55	-	-	-	-	-	-	-	-	1	-	5	2	25	105	81	31	189	114	7	-	-	-	-			
MANUFACTURING -----	214	6.96	7.20	6.74- 7.55	-	-	-	-	-	-	-	-	1	-	5	2	21	12	30	29	88	26	-	-	-	-	-			
NONMANUFACTURING -----	346	7.03	7.21	6.39- 7.68	-	-	-	-	-	-	-	-	-	-	-	-	4	93	51	2	101	88	7	-	-	-	-			
PUBLIC UTILITIES -----	268	6.98	7.38	6.39- 7.68	-	-	-	-	-	-	-	-	-	-	-	-	4	93	36	-	44	84	7	-	-	-	-			
MECHANICS, MAINTENANCE -----	1,452	6.12	5.88	5.47- 6.74	-	-	-	-	-	-	26	9	70	40	145	191	294	111	242	60	264	-	-	-	-	-	-			
MANUFACTURING -----	1,340	6.18	5.88	5.47- 6.79	-	-	-	-	-	-	1	4	56	25	130	191	289	96	242	42	264	-	-	-	-	-	-			
MILLWRIGHTS -----	675	6.53	6.58	6.00- 7.30	-	-	-	-	-	-	-	-	-	39	44	51	30	172	10	59	270	-	-	-	-	-	-			
MANUFACTURING -----	675	6.53	6.58	6.00- 7.30	-	-	-	-	-	-	-	-	-	39	44	51	30	172	10	59	270	-	-	-	-	-	-			
PAINTERS, MAINTENANCE -----	252	6.30	6.21	5.47- 7.04	-	-	-	-	1	1	1	2	5	15	30	18	36	22	27	49	40	-	3	-	2	-	-			
MANUFACTURING -----	207	6.30	6.21	5.50- 7.04	-	-	-	-	-	-	-	-	4	9	27	16	31	20	24	43	30	-	3	-	-	-	-			
PIPEFITTERS, MAINTENANCE -----	912	6.71	6.90	5.88- 7.32	-	-	-	-	-	-	1	-	5	5	41	59	159	44	53	172	320	2	45	-	-	-	6			
MANUFACTURING -----	845	6.62	6.86	5.84- 7.31	-	-	-	-	-	-	1	-	5	5	41	59	157	38	53	163	319	1	1	-	-	-	2			
SHEET-METAL WORKERS, MAINTENANCE -----	146	6.31	6.12	5.50- 6.86	-	-	-	-	-	-	-	-	1	1	8	38	10	24	16	23	19	2	4	-	-	-	-			
MANUFACTURING -----	130	6.25	6.12	5.48- 6.86	-	-	-	-	-	-	-	-	1	1	8	38	10	15	15	22	19	1	-	-	-	-	-			
TOOL AND DIE MAKERS -----	891	6.70	6.56	6.05- 7.42	-	-	-	-	-	-	-	-	-	-	3	18	82	272	109	25	380	2	-	-	-	-	-			
MANUFACTURING -----	886	6.71	6.56	6.05- 7.42	-	-	-	-	-	-	-	-	-	-	3	18	82	267	109	25	380	2	-	-	-	-	-			

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers
in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																								
		Mean ²	Median ²	Middle range ²	\$ 2.10 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ over	
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ALL WORKERS																													
GUARDS AND WATCHMEN	6,932	2.85	2.35	2.20-3.10	1482	2318	755	249	163	278	152	192	94	89	226	145	249	24	43	136	77	196	41	22	1	-	-	-	-
MANUFACTURING	1,076	4.64	4.55	4.05-5.65	12	-	5	36	11	38	62	32	43	20	152	36	171	15	28	110	68	175	39	22	1	-	-	-	-
NONMANUFACTURING	5,856	2.53	2.30	2.15-2.50	1470	2318	750	213	152	240	90	160	51	69	74	109	78	9	15	26	9	21	2	-	-	-	-	-	-
PUBLIC UTILITIES	77	4.90	5.12	4.19-5.87	-	-	-	-	-	-	-	10	-	-	26	-	-	-	-	9	9	21	2	-	-	-	-	-	-
RETAIL TRADE	172	3.29	3.25	2.85-3.81	3	26	4	6	18	16	36	7	8	13	13	12	1	1	-	8	-	-	-	-	-	-	-	-	-
FINANCE	505	3.93	3.83	3.50-4.25	-	-	-	-	7	16	24	133	41	56	22	97	77	8	15	9	-	-	-	-	-	-	-	-	-
SERVICES	5,102	2.33	2.25	2.15-2.40	1467	2292	746	207	127	208	30	10	2	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GUARDS:																													
MANUFACTURING	814	4.89	4.81	4.36-5.85	-	-	5	8	11	24	54	2	4	-	85	25	171	15	28	103	62	157	39	20	1	-	-	-	-
WATCHMEN:																													
MANUFACTURING	262	3.85	3.77	3.47-4.18	12	-	-	28	-	14	8	30	39	20	67	11	-	-	-	7	6	18	-	2	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS	12,119	3.65	3.25	2.95-4.14	39	169	245	479	2370	1246	1822	490	1386	466	498	274	478	513	294	919	177	203	18	29	3	-	1	-	-
MANUFACTURING	3,563	4.44	4.46	3.87-5.29	2	29	50	102	78	86	134	109	107	342	402	183	322	288	197	801	165	160	6	-	-	-	-	-	-
NONMANUFACTURING	8,556	3.32	3.20	2.95-3.67	37	140	195	377	2292	1160	1688	381	1279	124	96	91	156	225	97	118	12	43	12	29	3	-	1	-	-
PUBLIC UTILITIES	581	4.77	4.75	4.54-4.91	-	-	-	6	6	4	-	4	-	9	18	14	131	183	78	63	9	43	12	-	1	-	-	-	-
WHOLESALE TRADE	163	3.72	3.55	3.30-4.35	-	-	15	1	7	6	26	27	19	-	13	12	10	25	-	2	-	-	-	-	-	-	-	-	-
RETAIL TRADE	933	3.36	3.00	2.75-3.54	1	44	70	135	193	120	52	104	19	6	30	24	14	17	19	53	3	-	-	29	-	-	-	-	-
FINANCE	3,307	3.31	3.15	2.95-3.67	-	21	46	27	868	906	107	195	1041	45	26	21	1	-	-	-	-	-	-	-	2	-	1	-	-
SERVICES	3,572	3.07	3.20	2.88-3.20	36	75	64	208	1218	124	1503	51	200	64	9	20	-	-	-	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING	5,018	4.91	5.06	4.20-5.69	-	64	89	124	258	82	181	107	34	241	70	556	284	33	323	675	792	259	95	552	199	-	-	-	-
MANUFACTURING	2,521	4.67	4.80	3.87-5.64	-	2	10	28	160	33	163	83	28	232	49	138	278	24	198	217	627	226	24	1	-	-	-	-	-
NONMANUFACTURING	2,497	5.15	5.07	4.23-6.84	-	62	79	96	98	49	18	24	6	9	21	418	6	9	125	458	165	33	71	551	199	-	-	-	-
PUBLIC UTILITIES	516	6.38	6.86	6.32-6.91	-	-	-	-	-	-	-	-	-	-	-	-	-	9	77	-	33	2	71	312	12	-	-	-	-
WHOLESALE TRADE	1,244	5.40	5.07	4.23-6.84	-	-	-	-	14	-	-	-	-	-	-	381	-	-	-	399	64	-	-	203	183	-	-	-	-
RETAIL TRADE	731	3.87	3.20	2.65-5.28	-	62	79	96	95	32	18	24	6	9	21	37	6	-	48	59	68	31	-	36	4	-	-	-	-
ORDER FILLERS	3,609	5.44	5.68	4.12-6.69	-	20	17	121	150	146	191	53	54	19	295	106	14	20	143	74	551	13	201	1130	144	18	129	-	-
MANUFACTURING	1,203	4.77	5.40	3.72-5.63	-	10	9	58	58	76	50	26	38	17	15	35	7	11	143	45	529	9	18	40	6	-	3	-	-
NONMANUFACTURING	2,406	5.78	6.69	4.12-6.84	-	10	8	63	92	70	141	27	16	2	280	71	7	9	-	29	22	4	183	1090	138	18	126	-	-
WHOLESALE TRADE	1,429	5.27	4.34	3.43-6.84	-	10	-	30	89	70	141	27	16	2	280	71	7	9	-	9	7	-	152	227	138	18	126	-	-
RETAIL TRADE	926	6.67	6.69	6.69-6.84	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	20	-	4	31	863	-	-	-	-	-
PACKERS, SHIPPING	3,087	4.19	4.37	3.58-4.51	3	9	85	98	125	103	246	135	28	120	192	1058	241	82	68	127	317	38	12	-	-	-	-	-	-
MANUFACTURING	2,567	4.34	4.37	4.16-4.51	-	-	14	33	102	37	214	79	5	90	159	1022	239	52	53	112	306	38	12	-	-	-	-	-	-
NONMANUFACTURING	520	3.46	3.30	2.75-4.08	3	9	71	65	23	66	32	56	23	30	33	36	2	30	15	15	11	-	-	-	-	-	-	-	-
WHOLESALE TRADE	307	3.48	3.40	3.00-3.98	3	2	44	8	7	52	30	50	18	16	4	28	1	30	14	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	203	3.33	2.88	2.69-4.05	-	7	27	57	16	14	2	6	5	14	29	8	1	-	1	15	1	-	-	-	-	-	-	-	-
RECEIVING CLERKS	917	5.15	5.35	4.25-6.13	-	13	4	1	13	15	16	45	32	13	65	59	43	29	61	64	143	104	82	115	-	-	-	-	-
MANUFACTURING	370	5.02	4.96	4.40-5.57	-	-	1	-	-	-	-	2	14	-	39	35	29	25	60	35	58	39	32	1	-	-	-	-	-
NONMANUFACTURING	547	5.24	5.44	4.00-6.44	-	13	3	1	13	15	16	43	18	13	26	24	14	4	1	29	85	65	50	114	-	-	-	-	-
WHOLESALE TRADE	220	5.55	6.44	4.12-6.84	-	-	-	-	4	7	-	34	6	-	14	4	-	-	-	23	6	7	50	65	-	-	-	-	-
RETAIL TRADE	300	5.11	5.41	4.11-6.13	-	13	3	1	7	4	10	9	12	9	12	19	14	4	1	6	69	58	-	49	-	-	-	-	-
SHIPPING CLERKS	673	4.99	5.18	4.10-5.60	-	-	-	16	3	7	37	28	15	22	66	9	38	11	50	118	101	11	118	23	-	-	-	-	-
MANUFACTURING	349	4.68	4.86	4.09-5.35	-	-	-	10	-	-	23	13	15	18	39	7	21	11	48	65	62	4	1	12	-	-	-	-	-
NONMANUFACTURING	324	5.33	5.41	4.40-6.44	-	-	-	6	3	7	14	15	-	4	27	2	17	-	2	53	39	7	117	11	-	-	-	-	-
WHOLESALE TRADE	256	5.48	6.07	4.49-6.44	-	-	-	-	-	-	13	14	-	2	23	2	17	-	2	53	-	7	117	6	-	-	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers
in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$ 2.10	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80					
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	over					
ALL WORKERS-- CONTINUED																																
SHIPPING AND RECEIVING CLERKS -----	380	4.83	4.82	4.25- 5.51	-	-	6	14	6	14	22	3	1	18	8	23	41	9	66	47	26	18	19	39	-	-	-	-	-			
MANUFACTURING -----	201	4.78	4.82	4.30- 5.25	-	-	-	-	-	-	22	-	1	16	5	20	-	7	64	35	-	16	15	-	-	-	-	-	-			
NONMANUFACTURING -----	179	4.90	4.56	4.08- 5.82	-	-	6	14	6	14	-	3	-	2	3	3	41	2	2	12	26	2	4	39	-	-	-	-	-			
WHOLESALE TRADE -----	66	5.08	5.26	4.56- 5.51	-	-	-	-	-	-	-	-	-	-	-	-	31	-	1	9	21	-	4	-	-	-	-	-	-			
RETAIL TRADE -----	73	5.02	6.82	2.99- 6.84	-	-	6	8	6	13	-	1	-	-	-	-	-	-	-	-	-	-	39	-	-	-	-	-	-			
TRUCKDRIVERS -----	8,782	6.82	7.18	6.95- 7.18	-	-	2	-	4	2	107	133	54	44	72	89	49	61	51	60	187	336	647	359	6103	179	243	-	-			
MANUFACTURING -----	1,603	6.42	6.73	6.21- 7.18	-	-	-	-	-	2	-	7	13	17	18	66	49	32	43	42	70	39	277	262	591	75	-	-	-			
NONMANUFACTURING -----	7,179	6.90	7.18	7.18- 7.18	-	-	2	-	4	-	107	126	41	27	54	23	-	29	8	18	117	297	370	97	5512	104	243	-	-			
PUBLIC UTILITIES -----	4,127	7.13	7.18	7.18- 7.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	89	18	230	97	3529	-	150	-	-			
WHOLESALE TRADE -----	2,631	6.72	7.18	6.56- 7.18	-	-	-	-	-	85	126	-	-	-	30	12	-	-	-	-	28	279	140	-	1734	104	93	-	-			
RETAIL TRADE -----	323	6.26	7.18	4.78- 7.18	-	-	2	-	1	-	-	-	30	26	-	-	-	28	8	4	-	-	-	-	224	-	-	-	-			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	526	4.27	3.75	3.40- 4.56	-	-	2	-	4	-	107	126	41	28	29	23	38	1	4	18	30	7	2	32	34	-	-	-	-			
MANUFACTURING -----	130	5.29	5.02	4.45- 6.55	-	-	-	-	-	-	-	-	-	1	5	12	38	-	4	18	17	-	2	32	1	-	-	-	-			
NONMANUFACTURING -----	396	3.93	3.55	3.35- 3.90	-	-	2	-	4	-	107	126	41	27	24	11	-	1	-	-	13	7	-	-	33	-	-	-	-			
TRUCKDRIVERS, MEDIUM (1-1/2 TD AND INCLUDING 4 TONS) -----	2,301	6.76	7.18	6.56- 7.18	-	-	-	-	-	2	-	-	-	-	43	6	4	53	12	26	52	276	207	52	1460	108	-	-	-			
MANUFACTURING -----	225	6.16	6.97	5.10- 7.12	-	-	-	-	-	2	-	-	-	-	13	6	4	25	4	12	17	4	19	52	63	4	-	-	-			
NONMANUFACTURING -----	2,076	6.83	7.18	6.56- 7.18	-	-	-	-	-	-	-	-	-	-	30	-	-	28	8	14	35	272	188	-	1397	104	-	-	-			
WHOLESALE TRADE -----	1,258	6.72	7.00	5.90- 7.18	-	-	-	-	-	-	-	-	-	-	30	-	-	-	-	-	28	272	140	-	684	104	-	-	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	3,634	7.04	7.18	7.18- 7.18	-	-	-	-	-	-	-	-	-	-	-	54	-	2	4	9	22	15	310	121	3055	42	-	-	-			
MANUFACTURING -----	631	6.64	6.80	6.35- 7.18	-	-	-	-	-	-	-	-	-	-	-	42	-	2	4	5	22	15	130	96	273	42	-	-	-			
NONMANUFACTURING -----	3,003	7.13	7.18	7.18- 7.18	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	4	-	-	180	25	2782	-	-	-	-			
PUBLIC UTILITIES -----	2,032	7.11	7.18	7.18- 7.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	180	25	1827	-	-	-	-			
WHOLESALE TRADE -----	752	7.16	7.18	7.18- 7.21	-	-	-	-	-	-	-	-	-	-	-	12	-	-	-	-	-	-	-	-	740	-	-	-	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	813	7.16	7.18	7.18- 7.18	-	-	-	-	-	-	-	7	10	14	-	2	3	-	31	-	-	7	9	15	593	29	* 93	-	-			
MANUFACTURING -----	361	6.63	7.18	6.80- 7.18	-	-	-	-	-	-	-	7	10	14	-	2	3	-	31	-	-	7	9	15	234	29	-	-	-			
NONMANUFACTURING -----	452	7.59	7.18	7.18- 7.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	359	-	93	-	-			
WHOLESALE TRADE -----	286	7.83	7.28	7.18- 8.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	193	-	93	-	-			
TRUCKERS, POWER (FORKLIFT) -----	4,224	5.43	5.52	4.70- 6.10	-	-	-	-	20	6	26	79	76	55	39	264	290	364	325	273	979	454	401	499	71	1	2	-	-			
MANUFACTURING -----	3,361	5.18	5.24	4.61- 5.79	-	-	-	-	18	6	24	76	69	55	35	262	288	363	324	225	841	447	251	74	-	1	2	-	-			
NONMANUFACTURING -----	863	6.41	6.84	5.93- 6.92	-	-	-	-	2	-	2	3	7	-	4	2	2	1	1	48	138	7	150	425	71	-	-	-	-			
PUBLIC UTILITIES -----	37	6.21	5.60	5.60- 7.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	2	-	2	12	-	-	-	-			
WHOLESALE TRADE -----	397	6.36	6.92	5.50- 6.99	-	-	-	-	2	-	2	3	7	-	2	1	1	-	-	45	73	-	6	196	59	-	-	-	-			
RETAIL TRADE -----	429	6.48	6.84	6.28- 6.84	-	-	-	-	-	-	-	-	-	-	2	1	1	1	1	3	44	5	144	227	-	-	-	-	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	367	5.70	5.79	5.09- 6.16	-	-	-	-	-	-	6	-	-	2	4	-	28	32	17	25	88	91	14	15	42	-	3	-	-			
MANUFACTURING -----	290	5.48	5.64	4.92- 5.98	-	-	-	-	-	-	-	-	-	2	4	-	28	32	17	25	88	91	-	-	-	-	3	-	-			
WAREHOUSEMEN -----	2,053	4.85	4.65	4.20- 5.78	-	84	-	-	6	20	53	32	20	42	134	258	67	541	69	163	61	359	1	46	97	-	-	-	-			
MANUFACTURING -----	467	4.77	4.55	4.29- 5.32	-	-	-	-	6	20	34	26	10	-	-	86	56	18	45	52	-	80	-	25	9	-	-	-	-			
NONMANUFACTURING -----	1,586	4.87	4.65	4.20- 5.78	-	84	-	-	-	-	19	6	10	42	134	172	11	523	24	111	61	279	1	21	88	-	-	-	-			
WHOLESALE TRADE -----	644	4.82	5.05	4.15- 5.96	-	84	-	-	-	-	18	6	4	6	133	7	6	11	2	58	54	255	-	-	-	-	-	-	-			

* Workers were distributed as follows: 21 at \$ 7.80 to \$ 8.20; 6 at \$ 8.20 to \$ 8.60; 3 at \$ 8.60 to \$ 9; 30 at \$ 9 to \$ 9.40; 21 at \$ 9.40 to \$ 9.80; 9 at \$ 9.80 to \$ 10.20; and 3 at \$ 10.20 to \$ 10.60.

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Philadelphia, Pa.—N.J., November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.10 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.40 and over		
					2.10	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	over		
ALL WORKERS																														
GUARDS AND WATCHMEN -----	3,679	\$ 3.18	\$ 2.50	\$ 2.25- 4.04	472	989	516	144	108	154	99	149	28	83	163	60	184	21	43	72	57	77	196	41	22	1	-	-		
MANUFACTURING -----	823	4.99	4.92	4.43- 5.85	-	-	-	8	11	14	21	2	4	20	95	29	171	12	28	56	47	68	175	39	22	1	-	-		
NONMANUFACTURING -----	2,856	2.66	2.38	2.20- 2.85	472	989	516	136	97	140	78	147	24	63	68	31	13	9	15	16	10	9	21	2	-	-	-	-		
PUBLIC UTILITIES -----	67	5.11	5.34	4.19- 5.82	-	-	-	-	-	-	-	-	-	-	26	-	-	-	-	5	4	9	21	2	-	-	-	-		
RETAIL TRADE -----	134	3.44	3.25	3.00- 3.80	3	-	4	6	18	16	36	7	8	7	7	12	1	1	-	3	5	-	-	-	-	-	-	-		
FINANCE -----	335	3.78	3.53	3.50- 4.01	-	-	-	-	7	16	24	133	14	56	22	19	12	8	15	8	1	-	-	-	-	-	-	-		
GUARDS:																														
MANUFACTURING -----	702	5.09	5.02	4.51- 5.85	-	-	-	8	11	8	13	2	4	-	52	18	171	12	28	51	45	62	157	39	20	1	-	-		
WATCHMEN:																														
MANUFACTURING -----	121	4.41	4.08	3.85- 5.13	-	-	-	-	-	6	8	-	-	20	43	11	-	-	-	5	2	6	18	-	2	-	-	-	-	
JANITORS, PORTERS, AND CLEANERS ---	5,334	4.06	4.03	3.20- 4.98	30	101	115	262	605	207	652	164	170	286	296	184	366	302	294	248	633	165	203	18	29	3	1	-	-	
MANUFACTURING -----	2,345	4.76	4.89	4.14- 5.30	2	6	6	22	16	33	20	15	44	230	222	125	219	102	197	176	591	153	160	6	-	-	-	-	-	
NONMANUFACTURING -----	2,989	3.51	3.20	2.87- 4.06	28	95	109	240	589	174	632	149	126	56	74	59	147	200	97	72	42	12	43	12	29	3	1	-	-	
PUBLIC UTILITIES -----	563	4.82	4.75	4.54- 4.91	-	-	-	-	4	-	-	2	-	7	18	14	131	183	78	53	8	9	43	12	-	1	-	-	-	
RETAIL TRADE -----	782	3.44	3.05	2.73- 3.77	1	44	58	122	130	70	39	104	19	6	30	24	14	17	19	19	34	3	-	-	29	-	-	-	-	
FINANCE -----	400	3.39	3.33	3.00- 3.68	-	7	32	27	31	35	93	13	69	42	26	21	1	-	-	-	-	-	-	-	-	2	1	-	-	
LABORERS, MATERIAL HANDLING -----	1,951	4.77	5.08	3.93- 5.69	-	64	67	96	99	34	23	24	14	154	62	102	41	20	161	38	120	388	259	35	68	82	-	-	-	
MANUFACTURING -----	1,030	5.09	5.47	4.27- 5.69	-	2	-	-	4	2	8	-	8	145	41	97	35	11	36	35	64	292	226	24	-	-	-	-	-	
NONMANUFACTURING -----	921	4.42	4.88	2.80- 5.68	-	62	67	96	95	32	15	24	6	9	21	5	6	9	125	3	56	96	33	11	68	82	-	-	-	
RETAIL TRADE -----	684	3.88	3.10	2.65- 5.38	-	62	67	96	95	32	15	24	6	9	21	5	6	-	48	3	56	68	31	-	36	4	-	-	-	
ORDER FILLERS -----	1,522	6.36	6.69	6.69- 6.84	-	-	2	12	5	21	6	4	-	17	15	35	4	11	16	12	22	108	13	63	1121	32	3	-	-	
MANUFACTURING -----	330	5.20	5.68	4.20- 5.68	-	-	2	-	4	18	6	4	-	17	15	35	4	11	16	12	2	108	9	18	40	6	3	-	-	
NONMANUFACTURING -----	1,192	6.68	6.69	6.69- 6.84	-	-	-	12	1	3	-	-	-	-	-	-	-	-	-	-	20	-	4	45	1081	26	-	-	-	
RETAIL TRADE -----	918	6.71	6.69	6.69- 6.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	4	31	863	-	-	-	-	
PACKERS, SHIPPING:																														
NONMANUFACTURING -----	267	3.22	2.84	2.59- 3.95	3	2	64	62	20	17	10	8	9	14	31	8	2	-	1	-	15	1	-	-	-	-	-	-	-	
RETAIL TRADE -----	176	3.43	3.00	2.74- 4.08	-	-	20	54	13	7	2	6	5	14	29	8	1	-	1	-	15	1	-	-	-	-	-	-	-	
RECEIVING CLERKS -----	493	5.40	5.44	4.51- 6.13	-	-	4	1	1	4	10	9	18	3	24	29	30	13	23	2	28	99	81	32	82	-	-	-	-	
MANUFACTURING -----	197	5.20	5.20	4.51- 6.08	-	-	1	-	-	-	-	-	12	-	12	9	22	9	22	2	22	30	23	32	1	-	-	-	-	
NONMANUFACTURING -----	296	5.53	5.60	4.56- 6.84	-	-	3	1	1	4	10	9	6	3	12	20	8	4	1	-	6	69	58	-	81	-	-	-	-	
RETAIL TRADE -----	263	5.37	5.44	4.35- 6.13	-	-	3	1	1	4	10	9	6	3	12	19	8	4	1	-	6	69	58	-	49	-	-	-	-	
SHIPPING CLERKS -----	89	5.10	5.35	4.88- 5.50	-	-	-	-	-	1	1	1	-	7	4	5	2	-	8	14	9	27	4	1	5	-	-	-	-	
MANUFACTURING -----	64	5.12	5.16	4.88- 5.50	-	-	-	-	-	-	-	-	-	5	-	5	2	-	8	14	9	16	4	1	-	-	-	-	-	
SHIPPING AND RECEIVING CLERKS -----	146	5.23	4.90	4.82- 6.82	-	-	-	6	-	-	-	3	1	2	8	3	10	3	59	5	4	-	3	-	39	-	-	-	-	
NONMANUFACTURING -----	74	5.62	6.82	4.55- 6.84	-	-	-	6	-	-	-	3	-	2	3	3	10	2	1	-	3	-	2	-	39	-	-	-	-	
TRUCKDRIVERS -----	1,980	6.75	7.18	6.49- 7.18	-	-	2	-	1	-	-	-	-	4	1	6	18	47	19	35	9	75	48	403	128	1183	1	-	-	
MANUFACTURING -----	492	6.30	6.51	5.91- 6.79	-	-	-	-	-	-	-	-	-	3	1	6	18	18	11	22	5	16	30	173	103	85	1	-	-	
NONMANUFACTURING -----	1,488	6.89	7.18	6.68- 7.18	-	-	2	-	1	-	-	-	-	1	-	-	-	29	8	13	4	59	18	230	25	1098	-	-	-	
PUBLIC UTILITIES -----	996	6.86	7.18	6.49- 7.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	59	18	230	25	651	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	52	5.15	5.17	4.44- 5.51	-	-	2	-	1	-	-	-	-	2	1	-	10	1	2	10	-	15	-	2	-	6	-	-	-	-

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments
in Philadelphia, Pa.—N.J., November 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Philadelphia, Pa.—N.J., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	291	\$ 5.47	TOOL AND DIE MAKERS -----	1,247	\$ 6.46
MANUFACTURING -----	281	5.50	MANUFACTURING -----	1,238	6.46
CARPENTERS, MAINTENANCE -----	658	6.74	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN		
MANUFACTURING -----	396	6.32			
NONMANUFACTURING -----	262	7.38			
PUBLIC UTILITIES -----	35	6.33			
RETAIL TRADE -----	125	9.19			
ELECTRICIANS, MAINTENANCE -----	2,032	6.35	GUARDS AND WATCHMEN -----	6,800	2.85
MANUFACTURING -----	1,628	6.25	MANUFACTURING -----	1,060	4.63
NONMANUFACTURING -----	404	6.73	NONMANUFACTURING -----	5,740	2.53
RETAIL TRADE -----	106	7.83	PUBLIC UTILITIES -----	77	4.90
FINANCE -----	131	5.60	RETAIL TRADE -----	150	3.27
ENGINEERS, STATIONARY -----	865	5.88	FINANCE -----	504	3.93
MANUFACTURING -----	406	6.21	SERVICES -----	5,009	2.33
NONMANUFACTURING -----	459	5.59			
FINANCE -----	284	5.47			
SERVICES -----	63	3.87	GUARDS: -----		
HELPERS, MAINTENANCE TRADES -----	766	5.34	MANUFACTURING -----	804	4.88
MANUFACTURING -----	615	5.32			
NONMANUFACTURING -----	151	5.42	WATCHMEN: -----		
MACHINE-TOOL OPERATORS, TOOLROOM --	429	5.78	MANUFACTURING -----	256	3.82
MANUFACTURING -----	429	5.78			
MACHINISTS, MAINTENANCE -----	1,727	6.47	JANITORS, PORTERS, AND CLEANERS --	7,997	3.88
MANUFACTURING -----	1,572	6.38	MANUFACTURING -----	3,086	4.46
NONMANUFACTURING -----	155	7.40	NONMANUFACTURING -----	4,911	3.51
PUBLIC UTILITIES -----	155	7.40	PUBLIC UTILITIES -----	434	4.86
MECHANICS, AUTOMOTIVE -----			WHOLESALE TRADE -----	117	3.95
(MAINTENANCE) -----	2,018	6.50	RETAIL TRADE -----	694	3.51
MANUFACTURING -----	367	6.58	FINANCE -----	1,350	3.64
NONMANUFACTURING -----	1,651	6.48	SERVICES -----	2,316	3.16
PUBLIC UTILITIES -----	593	6.98			
MECHANICS, MAINTENANCE -----	2,596	5.82	LABORERS, MATERIAL HANDLING -----	4,909	4.94
MANUFACTURING -----	2,480	5.83	MANUFACTURING -----	2,495	4.66
MILLWRIGHTS -----	749	6.50	NONMANUFACTURING -----	2,414	5.22
MANUFACTURING -----	749	6.50	PUBLIC UTILITIES -----	516	6.38
PAINTERS, MAINTENANCE -----	351	5.86	WHOLESALE TRADE -----	1,244	5.40
MANUFACTURING -----	247	6.12	RETAIL TRADE -----	648	3.98
NONMANUFACTURING -----	104	5.24			
PIPEFITTERS, MAINTENANCE -----	1,080	6.47	ORDER FILLERS -----	3,168	5.74
MANUFACTURING -----	1,009	6.38	MANUFACTURING -----	1,047	4.98
SHEET-METAL WORKERS, MAINTENANCE --	146	6.31	NONMANUFACTURING -----	2,121	6.11
MANUFACTURING -----	130	6.25	WHOLESALE TRADE -----	1,181	5.67
			RETAIL TRADE -----	922	6.69
			PACKERS, SHIPPING -----	1,752	4.28
			MANUFACTURING -----	1,399	4.47
			NONMANUFACTURING -----	353	3.54
			RECEIVING CLERKS -----	883	5.19
			MANUFACTURING -----	361	5.04
			NONMANUFACTURING -----	522	5.30
			WHOLESALE TRADE -----	214	5.61
			RETAIL TRADE -----	281	5.17

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Philadelphia, Pa.—N.J., November 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
SHIPPING CLERKS -----	650	\$ 5.05	TRUCKERS, POWER (FORKLIFT) -----	4,219	5.43
MANUFACTURING -----	326	4.78	MANUFACTURING -----	3,356	5.18
NONMANUFACTURING -----	324	5.33	NONMANUFACTURING -----	863	6.41
WHOLESALE TRADE -----	256	5.48	PUBLIC UTILITIES -----	37	6.21
SHIPPING AND RECEIVING CLERKS -----	343	4.93	WHOLESALE TRADE -----	397	6.36
MANUFACTURING -----	189	4.77	RETAIL TRADE -----	429	6.48
NONMANUFACTURING -----	154	5.13	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	367	5.70
WHOLESALE TRADE -----	66	5.08	MANUFACTURING -----	290	5.48
RETAIL TRADE -----	58	5.55	WAREHOUSEMEN -----	2,039	4.85
TRUCKDRIVERS -----	8,773	6.82	MANUFACTURING -----	467	4.77
MANUFACTURING -----	1,603	6.42	NONMANUFACTURING -----	1,572	4.88
NONMANUFACTURING -----	7,170	6.90	WHOLESALE TRADE -----	638	4.83
PUBLIC UTILITIES -----	4,118	7.13	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
WHOLESALE TRADE -----	2,631	6.72	GUARDS AND WATCHMEN -----	132	2.87
RETAIL TRADE -----	323	6.26	NONMANUFACTURING -----	116	2.52
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	526	4.27	JANITORS, PORTERS, AND CLEANERS -----	4,122	3.22
MANUFACTURING -----	130	5.29	MANUFACTURING -----	477	4.34
NONMANUFACTURING -----	396	3.93	NONMANUFACTURING -----	3,645	3.08
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	2,301	6.76	PUBLIC UTILITIES -----	147	4.49
MANUFACTURING -----	225	6.16	RETAIL TRADE -----	239	2.93
NONMANUFACTURING -----	2,076	6.83	FINANCE -----	1,957	3.09
WHOLESALE TRADE -----	1,258	6.72	SERVICES -----	1,256	2.92
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	3,634	7.04	LABORERS, MATERIAL HANDLING -----	109	3.55
MANUFACTURING -----	631	6.64	ORDER FILLERS -----	441	3.30
NONMANUFACTURING -----	3,003	7.13	MANUFACTURING -----	156	3.32
PUBLIC UTILITIES -----	2,032	7.11	NONMANUFACTURING -----	285	3.29
WHOLESALE TRADE -----	752	7.16	PACKERS, SHIPPING: -----		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	813	7.16	NONMANUFACTURING -----	167	3.30
MANUFACTURING -----	361	6.63	RETAIL TRADE -----	156	3.32
NONMANUFACTURING -----	452	7.59			
WHOLESALE TRADE -----	286	7.83			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Philadelphia, Pa.—N.J., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ¹	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ¹	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ¹
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	123	\$ 6.04	GUARDS AND WATCHMEN -----	3,598	\$ 3.17	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	119	6.03	MANUFACTURING -----	807	4.98	TRUCKDRIVERS, LIGHT (UNDER		
CARPENTERS, MAINTENANCE -----	486	7.18	NONMANUFACTURING -----	2,791	2.65	1-1/2 TONS) -----	52	\$ 5.15
MANUFACTURING -----	312	6.54	PUBLIC UTILITIES -----	67	5.11	TRUCKDRIVERS, MEDIUM (1-1/2 TO		
NONMANUFACTURING -----	174	8.34	RETAIL TRADE -----	112	3.44	AND INCLUDING 4 TONS) -----	186	5.90
PUBLIC UTILITIES -----	29	6.47	FINANCE -----	334	3.78	MANUFACTURING -----	79	6.17
ELECTRICIANS, MAINTENANCE -----	1,488	6.70	GUARDS: -----			NONMANUFACTURING -----	107	5.70
MANUFACTURING -----	1,239	6.49	MANUFACTURING -----	692	5.08	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
NONMANUFACTURING -----	249	7.75	WATCHMEN: -----			TRAILER TYPE) -----	886	6.94
RETAIL TRADE -----	100	7.86	MANUFACTURING -----	115	4.37	MANUFACTURING -----	121	6.58
ENGINEERS, STATIONARY -----	471	6.44	JANITORS, PORTERS, AND CLEANERS ---	3,943	4.25	NONMANUFACTURING -----	765	6.99
MANUFACTURING -----	331	6.38	MANUFACTURING -----	1,997	4.76	PUBLIC UTILITIES -----	356	6.80
NONMANUFACTURING -----	140	6.56	NONMANUFACTURING -----	1,946	3.71	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
HELPERS, MAINTENANCE TRADES -----	538	5.73	PUBLIC UTILITIES -----	423	4.90	OTHER THAN TRAILER TYPE) -----	59	6.59
MANUFACTURING -----	437	5.66	RETAIL TRADE -----	588	3.61	TRUCKERS, POWER (FORKLIFT) -----	2,697	5.72
MACHINE-TOOL OPERATORS, TOOLROOM ---	248	5.90	FINANCE -----	268	3.47	MANUFACTURING -----	2,127	5.51
MANUFACTURING -----	248	5.90	LABORERS, MATERIAL HANDLING -----	1,845	4.84	NONMANUFACTURING -----	570	6.52
MACHINISTS, MAINTENANCE -----	1,390	6.82	MANUFACTURING -----	1,004	5.08	RETAIL TRADE -----	429	6.48
MANUFACTURING -----	1,247	6.74	NONMANUFACTURING -----	841	4.56	TRUCKERS, POWER (OTHER THAN		
MECHANICS, AUTOMOTIVE -----			RETAIL TRADE -----	604	3.99	FORKLIFT) -----	233	5.54
(MAINTENANCE) -----	560	7.00	ORDER FILLERS -----	1,495	6.41	MANUFACTURING -----	233	5.54
MANUFACTURING -----	214	6.96	MANUFACTURING -----	303	5.37	WAREHOUSEMEN -----	878	5.20
NONMANUFACTURING -----	346	7.03	NONMANUFACTURING -----	1,192	6.68	MANUFACTURING -----	154	5.68
PUBLIC UTILITIES -----	268	6.98	RETAIL TRADE -----	918	6.71	CUSTODIAL AND MATERIAL MOVEMENT		
MECHANICS, MAINTENANCE -----	1,452	6.12	PACKERS, SHIPPING -----	321	4.27	OCCUPATIONS - WOMEN		
MANUFACTURING -----	1,340	6.18	MANUFACTURING -----	192	5.10	GUARDS AND WATCHMEN -----	81	3.28
MILLWRIGHTS -----	675	6.53	RECEIVING CLERKS -----	471	5.44	NONMANUFACTURING -----	65	2.75
MANUFACTURING -----	675	6.53	MANUFACTURING -----	188	5.25	JANITORS, PORTERS, AND CLEANERS ---	1,391	3.53
PAINTERS, MAINTENANCE -----	252	6.30	NONMANUFACTURING -----	283	5.57	MANUFACTURING -----	348	4.75
MANUFACTURING -----	207	6.30	RETAIL TRADE -----	250	5.40	NONMANUFACTURING -----	1,043	3.13
PIPEFITTERS, MAINTENANCE -----	912	6.71	SHIPPING CLERKS -----	86	5.13	PUBLIC UTILITIES -----	140	4.56
MANUFACTURING -----	845	6.62	MANUFACTURING -----	61	5.15	RETAIL TRADE -----	194	2.95
SHEET-METAL WORKERS, MAINTENANCE ---	146	6.31	SHIPPING AND RECEIVING CLERKS -----	124	5.34	FINANCE -----	132	3.21
MANUFACTURING -----	130	6.25	NONMANUFACTURING -----	64	5.82	LABORERS, MATERIAL HANDLING -----	106	3.59
TOOL AND DIE MAKERS -----	891	6.70	TRUCKDRIVERS -----	1,971	6.74	PACKERS, SHIPPING: -----	138	3.40
MANUFACTURING -----	886	6.71	MANUFACTURING -----	492	6.30	NONMANUFACTURING -----	133	3.43
			NONMANUFACTURING -----	1,479	6.89			
			PUBLIC UTILITIES -----	987	6.86			

NOTE: Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Philadelphia, Pa.—N.J., for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to November 1974	November 1974 to November 1975
All industries:			
Office clerical (men and women) _____	5.9	9.0	7.9
Electronic data processing (men and women) _____	*	9.1	8.1
Industrial nurses (men and women) _____	7.2	10.7	8.6
Skilled maintenance trades (men) _____	7.1	9.5	9.5
Unskilled plant workers (men) _____	9.3	10.1	9.2
Manufacturing:			
Office clerical (men and women) _____	6.5	9.8	8.3
Electronic data processing (men and women) _____	*	10.5	6.8
Industrial nurses (men and women) _____	7.1	10.8	8.5
Skilled maintenance trades (men) _____	7.0	9.9	10.3
Unskilled plant workers (men) _____	8.2	10.8	10.2
Nonmanufacturing:			
Office clerical (men and women) _____	5.4	8.4	7.6
Electronic data processing (men and women) _____	*	8.4	8.8
Industrial nurses (men and women) _____	6.1	10.5	8.6
Skilled maintenance trades (men) _____	**	**	**
Unskilled plant workers (men) _____	10.5	9.4	8.3

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wages indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; —Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators, classes A and B
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

**Establishments and workers within scope of survey and number studied
in Philadelphia, Pa.—N.J.,¹ November 1975**

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
<u>All establishments</u>						
All divisions	-	2,283	419	726,983	100	386,365
Manufacturing.....	100	924	179	353,777	49	175,537
Nonmanufacturing.....	-	1,359	240	373,206	51	210,828
Transportation, communication, and other public utilities ⁵	100	94	33	63,403	9	51,864
Wholesale trade.....	50	339	45	41,592	5	10,529
Retail trade.....	100	193	42	115,779	16	80,109
Finance, insurance, and real estate ⁶	50	279	49	81,185	11	46,110
Services ⁷	50	454	71	71,246	10	22,216
<u>Large establishments</u>						
All divisions	-	235	153	403,971	100	334,168
Manufacturing.....	500	127	78	196,515	49	152,314
Nonmanufacturing.....	-	108	75	207,456	51	181,854
Transportation, communication, and other public utilities ⁵	500	16	14	49,789	12	48,489
Wholesale trade.....	500	4	3	3,623	1	3,051
Retail trade.....	500	46	26	93,336	23	77,209
Finance, insurance, and real estate ⁶	500	29	24	46,530	12	41,497
Services ⁷	500	13	8	14,178	3	11,608

¹ The Philadelphia Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Local transit in the city of Philadelphia is governmentally operated and excluded by definition from the scope of the study.

⁶ Abbreviated to "finance" in the A-series tables.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- a. Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- b. Establishes, maintains, and revises the supervisor's files;
- c. Maintains the supervisor's calendar and makes appointments as instructed;
- d. Relays messages from supervisor to subordinates;
- e. Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- f. Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- e. Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

1. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
3. Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

1. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
3. Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
4. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
5. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

1. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
2. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons

Class D

1. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
2. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electroic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment,

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

ENGINEER, STATIONARY—Continued

steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of meta

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship, or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1974	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1974	Suppl. Free	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1974	Suppl. Free
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ¹	Suppl. Free
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	1850-27, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	Suppl. Free
Dayton, Ohio, Dec. 1974 ¹	1850-14, 80 cents	Raleigh-Durham, N.C., Feb. 1975	1850-41, 65 cents
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	Suppl. Free
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
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Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1974 ¹	1850-16, 75 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1974	Suppl. Free
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1974	Suppl. Free	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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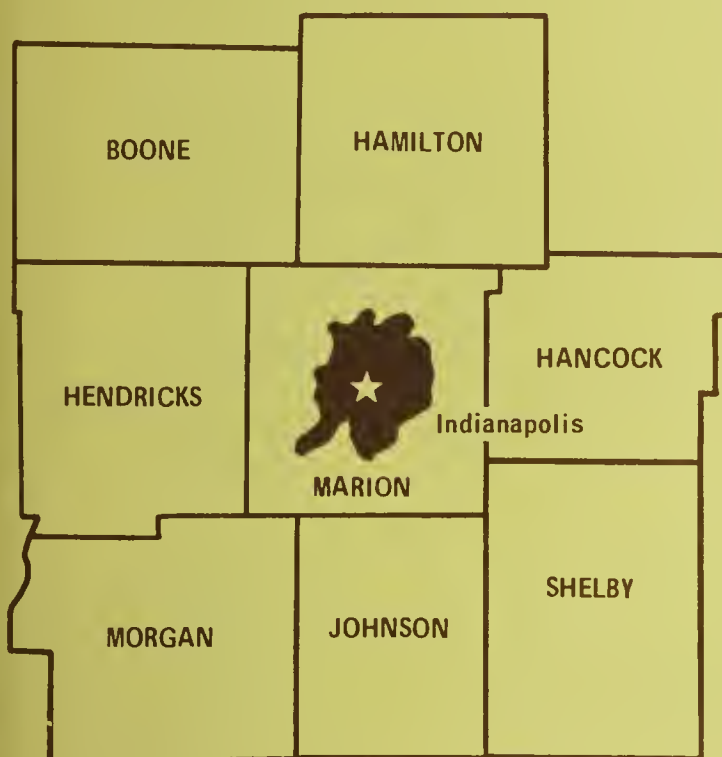
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A WAGE SURVEY

Indianapolis, Indiana, Metropolitan Area

October 1975

Bulletin 1850-66



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Preface

This bulletin provides results of an October 1975 survey of occupational earnings and supplementary wage benefits in the Indianapolis, Indiana, Standard Metropolitan Statistical Area (Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be useful for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Indianapolis survey was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Indianapolis area are also available for the auto dealer repair shops (June 1973), hotels and motels (June 1973), and banking (October 1973) industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

Indianapolis, Indiana, Metropolitan Area, October 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Table A-1. Weekly earnings of office workers in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Average weekly hour ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 320 and over						
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	over							
ALL WORKERS																																	
CLLERS, MACHINE (BILLING MACHINE) -----	97	40.0	\$ 195.50	\$ 206.50	\$ 135.50-255.50	-	-	-	-	19	13	-	-	14	1	-	-	8	-	-	-	-	42	-	-	-	-	-					
NONMANUFACTURING -----	69	40.0	214.00	255.00	125.50-255.50	-	-	-	-	19	-	-	-	-	-	-	-	8	-	-	-	-	42	-	-	-	-	-					
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	60	40.0	136.50	135.50	125.00-148.00	-	-	2	5	15	11	17	1	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	50	40.0	139.50	145.00	125.00-148.00	-	-	2	-	15	6	17	1	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
WORKS, ACCOUNTING, CLASS A -----	1,018	39.5	159.50	150.50	136.00-167.00	2	3	5	43	122	129	176	189	131	54	14	38	14	17	9	12	14	19	10	9	8	8						
MANUFACTURING -----	305	40.0	174.00	154.50	141.00-183.00	-	-	-	11	17	33	61	69	23	11	9	8	3	6	5	8	9	5	10	9	8	8						
NONMANUFACTURING -----	713	39.0	153.00	149.00	133.00-166.00	2	3	5	32	105	96	115	120	108	43	5	30	11	11	4	4	5	14	-	-	-	-						
PUBLIC UTILITIES -----	98	40.0	189.50	170.00	167.00-211.50	-	-	-	-	-	1	7	5	33	5	2	18	-	9	4	-	4	10	-	-	-	-						
RETAIL TRADE -----	209	39.5	150.00	154.00	133.00-162.50	2	2	4	11	20	26	11	65	41	16	2	5	2	2	-	-	-	-	-	-	-	-	-					
WORKS, ACCOUNTING, CLASS B -----	1,605	39.5	123.50	120.00	106.00-132.50	9	153	309	330	328	191	123	48	32	26	6	6	8	15	2	7	8	4	-	-	-	-						
MANUFACTURING -----	500	40.0	130.50	122.50	106.00-147.50	-	48	96	72	79	52	42	32	27	24	6	1	2	13	2	1	1	2	-	-	-	-						
NONMANUFACTURING -----	1,105	39.0	120.50	118.00	106.00-129.50	9	105	213	258	249	139	81	16	5	2	-	5	6	2	-	6	7	2	-	-	-	-						
PUBLIC UTILITIES -----	96	40.0	145.50	130.00	118.00-145.50	-	-	8	24	15	16	13	-	-	-	-	6	2	-	6	6	-	-	-	-	-	-						
RETAIL TRADE -----	357	39.5	118.00	122.00	102.50-129.00	7	60	41	61	103	37	33	7	4	2	-	2	-	-	-	-	-	-	-	-	-	-						
WORKS, FILE, CLASS A -----	71	38.0	135.50	116.00	114.00-143.00	-	-	17	21	4	7	6	2	2	1	1	4	-	-	4	1	1	-	-	-	-	-						
NONMANUFACTURING -----	57	37.5	129.00	114.50	102.00-143.00	-	-	17	16	4	3	6	2	2	1	1	4	-	-	-	-	1	-	-	-	-	-						
WORKS, FILE, CLASS B -----	191	39.0	112.50	108.00	104.00-120.00	8	26	69	40	24	6	15	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-						
NONMANUFACTURING -----	174	38.5	110.50	108.00	104.00-118.00	8	22	69	40	14	6	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
WORKS, FILE, CLASS C -----	424	38.5	105.00	99.00	93.00-105.00	43	173	111	50	7	14	5	4	-	3	-	4	10	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	394	38.0	104.50	99.00	93.00-107.50	39	166	104	49	1	9	5	4	-	3	2	4	10	-	-	-	-	-	-	-	-	-						
WORKS, ORDER -----	770	40.0	144.50	130.00	113.50-158.00	15	18	91	128	120	110	40	61	34	9	34	19	14	7	12	3	24	17	14	-	-	-						
MANUFACTURING -----	239	40.0	138.00	124.50	110.00-158.00	-	16	42	46	30	32	3	17	6	9	4	14	4	1	4	-	4	5	2	-	-	-						
NONMANUFACTURING -----	531	40.0	147.00	132.00	117.00-163.00	15	2	49	82	90	78	37	44	28	-	30	5	10	6	8	3	20	12	12	-	-	-						
WORKS, PAYROLL -----	284	39.5	158.50	148.00	130.00-169.50	-	-	12	27	20	45	54	27	28	19	2	9	3	8	3	2	13	10	1	-	-	1						
MANUFACTURING -----	131	40.0	161.50	153.00	129.00-179.50	-	-	5	22	8	14	13	11	17	9	1	9	2	8	3	-	4	3	1	-	-	1						
NONMANUFACTURING -----	153	39.5	155.50	145.00	130.00-160.00	-	-	7	5	12	31	41	16	11	10	1	-	1	-	-	2	9	7	-	-	-	-						
PUBLIC UTILITIES -----	25	40.0	215.50	237.50	161.50-267.00	-	-	-	-	-	-	2	1	7	-	-	-	1	-	-	2	5	7	-	-	-	-						
PUNCH OPERATORS, CLASS A -----	740	39.5	162.50	146.00	130.00-192.50	-	-	14	37	131	108	112	70	40	18	8	50	12	49	14	18	3	56	-	-	-	-						
MANUFACTURING -----	201	40.0	172.00	152.50	141.00-210.00	-	-	-	7	11	29	47	19	22	3	1	10	2	7	14	12	3	14	-	-	-	-						
NONMANUFACTURING -----	539	39.5	159.00	142.00	127.00-192.00	-	-	14	30	120	79	65	51	18	15	7	40	10	42	-	6	-	42	-	-	-	-						
PUBLIC UTILITIES -----	164	40.0	210.00	215.00	190.00-263.00	-	-	-	-	5	8	12	4	10	2	24	9	42	-	6	-	-	42	-	-	-	-						
RETAIL TRADE -----	53	40.0	135.00	136.00	110.00-154.50	-	-	5	11	7	5	7	16	-	2	-	-	-	-	-	-	-	-	-	-	-	-						
PUNCH OPERATORS, CLASS B -----	699	39.5	131.00	123.00	110.50-138.00	-	7	120	159	132	135	49	16	9	10	22	12	7	2	3	1	15	-	-	-	-	-						
MANUFACTURING -----	231	40.0	152.50	137.00	122.00-181.00	-	4	12	14	34	66	21	7	3	9	21	12	7	2	3	1	15	-	-	-	-	-						
NONMANUFACTURING -----	468	39.5	120.00	116.00	110.00-129.00	-	3	108	145	98	69	28	9	6	1	1	-	-	-	-	-	-	-	-	-	-	-						
RETAIL TRADE -----	115	39.5	125.00	122.00	110.00-135.00	-	2	18	30	28	15	8	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-						
SENGERS -----	323	39.0	122.00	112.50	97.50-134.00	20	79	39	74	24	25	8	10	6	2	19	-	6	1	3	5	2	-	-	-	-	-						
MANUFACTURING -----	56	40.0	149.50	126.50	100.50-186.00	-	6	9	4	10	4	2	1	-	1	8	-	2	1	1	5	2	-	-	-	-	-						
NONMANUFACTURING -----	267	38.5	116.50	112.00	94.00-124.00	20	73	30	70	14	21	6	9	6	1	11	-	4	-	2	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	50	40.0	140.50	127.50	104.50-183.00	2	4	7	9	4	2	2	-	6	1	11	-	-	-	2	-	-	-	-	-	-	-						
RETAIL TRADE -----	111	38.5	116.50	112.50	100.50-134.00	1	27	5	44	5	17	3	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Indianapolis, Ind., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320 and over							
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	over							
ALL WORKERS-- CONTINUED			\$	\$	\$																												
SECRETARIES -----	2,925	39.5	187.00	172.50	142.50-227.00	-	3	18	113	219	249	339	224	224	170	190	116	142	109	94	118		202	234	82	65	14						
MANUFACTURING -----	1,490	40.0	210.00	208.50	163.00-256.50	-	3	3	46	52	67	82	81	86	93	104	75	67	71	58	83		172	212	68	53	14						
NONMANUFACTURING -----	1,435	39.0	163.00	150.00	135.00-183.00	-	-	15	67	167	182	257	143	138	77	86	41	75	38	36	35		30	22	14	12	-						
PUBLIC UTILITIES -----	211	40.0	217.00	221.00	191.00-240.00	-	-	-	-	1	8	10	7	8	3	8	15	30	13	23	29		21	22	13	-	-						
RETAIL TRADE -----	243	39.5	151.50	144.00	130.00-170.00	-	-	5	13	21	50	45	26	19	15	26	4	11	5	2	1		-	-	-	-	-						
SECRETARIES, CLASS A -----	194	39.5	225.50	221.00	172.00-284.50	-	-	-	5	-	3	7	2	18	24	12	7	5	14	7	13		11	14	25	25	2						
MANUFACTURING -----	109	39.5	235.50	240.00	172.00-286.00	-	-	-	5	-	3	-	-	9	14	5	1	-	5	3	9		8	12	20	13	2						
NONMANUFACTURING -----	85	39.5	213.00	200.00	170.50-246.00	-	-	-	-	-	-	7	2	9	10	7	6	5	9	4	4		3	2	5	12	-						
SECRETARIES, CLASS B -----	607	39.5	201.00	185.50	156.50-246.00	-	-	3	3	12	32	54	61	59	45	47	30	27	20	18	29		48	84	20	3	12						
MANUFACTURING -----	269	40.0	231.00	241.00	181.50-274.50	-	-	-	-	-	9	14	10	12	13	22	11	6	7	9	16		41	72	12	3	12						
NONMANUFACTURING -----	338	39.0	177.00	168.00	150.00-199.00	-	-	3	3	12	23	40	51	47	32	25	19	21	13	9	13		7	12	8	-	-						
PUBLIC UTILITIES -----	65	40.0	218.50	236.00	165.00-267.00	-	-	-	-	1	4	6	3	3	1	-	4	4	2	2	11		4	12	8	-	-						
RETAIL TRADE -----	51	40.0	152.00	150.00	135.50-165.50	-	-	1	1	1	12	6	14	5	2	7	-	1	1	-	-		-	-	-	-	-						
SECRETARIES, CLASS C -----	1,148	39.5	194.00	186.50	142.50-245.50	-	-	6	39	83	106	131	77	69	32	51	45	66	49	44	39		104	133	37	37	-						
MANUFACTURING -----	648	40.0	221.00	227.50	174.00-274.50	-	-	-	9	15	32	33	32	33	18	20	30	40	39	28	37		84	125	36	37	-						
NONMANUFACTURING -----	500	39.0	159.00	144.00	131.00-180.00	-	-	6	30	68	74	98	45	36	14	31	15	26	10	16	2		20	8	1	-	-						
PUBLIC UTILITIES -----	62	40.0	229.00	226.50	206.00-255.50	-	-	-	-	-	-	-	-	-	-	4	10	3	5	14	2		16	8	-	-	-						
RETAIL TRADE -----	112	40.0	145.00	140.00	130.00-150.50	-	-	1	4	14	32	32	9	6	1	2	-	6	3	2	-		-	-	-	-	-						
SECRETARIES, CLASS D -----	976	39.0	162.50	154.00	131.50-186.00	-	3	9	66	124	108	147	84	78	69	80	34	44	26	25	37		39	3	-	-	-						
MANUFACTURING -----	464	40.0	176.50	174.00	144.00-204.00	-	3	3	32	37	23	35	39	32	48	57	33	21	20	18	21		39	3	-	-	-						
NONMANUFACTURING -----	512	38.5	152.00	142.00	130.00-160.00	-	-	6	34	87	85	112	45	46	21	23	1	23	6	7	16		-	-	-	-	-						
RETAIL TRADE -----	63	38.5	150.50	154.00	124.00-175.00	-	-	3	8	6	6	7	2	6	12	13	-	-	-	-	-		-	-	-	-	-						
STENOGRAPHERS, GENERAL -----	430	39.0	141.50	131.50	123.00-150.00	20	21	28	24	102	84	39	29	16	7	1	7	8	-	40	2		2	-	-	-	-						
MANUFACTURING -----	171	39.0	124.00	126.50	101.50-139.50	18	21	22	8	37	23	19	10	4	2	1	5	-	-	-	-		-	-	-	-	-						
NONMANUFACTURING -----	259	39.0	153.00	135.00	124.00-160.00	2	-	6	16	65	61	20	19	12	5	-	1	8	-	40	2		2	-	-	-	-						
PUBLIC UTILITIES -----	77	40.0	199.00	230.00	174.00-230.00	-	-	-	3	4	8	4	-	-	5	-	1	8	-	40	2		2	-	-	-	-						
STENOGRAPHERS, SENIOR -----	523	39.5	184.00	182.50	144.00-216.50	-	1	-	12	37	51	47	36	40	34	27	63	25	35	24	14		30	47	-	-	-						
MANUFACTURING -----	269	40.0	198.50	199.50	172.50-225.50	-	-	-	9	6	17	15	9	4	27	16	32	20	34	16	10		30	24	-	-	-						
NONMANUFACTURING -----	254	39.5	169.00	156.50	138.00-193.00	-	1	-	3	31	34	32	27	36	7	11	31	5	1	8	4		-	23	-	-	-						
PUBLIC UTILITIES -----	93	40.0	206.00	193.00	188.00-223.00	-	-	-	-	-	1	3	2	14	-	10	31	4	1	4	-		-	23	-	-	-						
SWITCHBOARD OPERATORS -----	190	40.5	130.00	117.50	111.50-134.50	12	4	21	63	17	31	10	7	2	2	4	2	4	1	1	3		6	-	-	-	-						
NONMANUFACTURING -----	141	40.5	120.50	113.00	104.00-132.00	12	4	21	56	11	17	5	5	-	1	4	-	4	1	-	-		-	-	-	-	-						
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	380	39.0	132.00	124.00	111.50-138.00	5	20	59	47	97	69	8	23	25	-	1	1	5	2	4	4		2	8	-	-	-						
NONMANUFACTURING -----	95	39.5	132.50	125.00	100.50-139.50	3	5	19	15	10	20	6	4	2	-	1	1	5	-	4	-		-	-	-	-	-						
NONMANUFACTURING -----	285	39.0	132.00	124.00	112.00-137.00	2	15	40	32	87	49	2	19	23	-	-	-	-	2	4	-		2	8	-	-	-						
TABULATING-MACHINE OPERATORS, CLASS C -----	51	39.5	184.50	202.00	154.50-202.00	-	-	-	7	5	-	-	1	2	4	1	5	19	-	-	-		4	3	-	-	-						
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	193	38.0	121.00	117.00	114.00-130.00	-	15	26	60	40	34	13	2	1	-	1	1	-	-	-	-		-	-	-	-	-						
NONMANUFACTURING -----	175	38.0	120.50	117.00	114.00-129.00	-	11	26	56	40	30	9	1	1	-	-	1	-	-	-	-		-	-	-	-	-						
TYPISTS, CLASS A -----	472	39.5	136.50	129.00	119.00-144.00	-	13	30	78	129	74	53	32	11	10	5	6	13	7	3	1		4	2	1	-	-						
MANUFACTURING -----	230	40.0	140.00	130.00	121.00-144.00	-	2	11	40	60	44	28	11	1	7	4	3	3	6	3	1		4	1	1	-	-						
NONMANUFACTURING -----	242	39.0	133.50	129.00	116.00-140.00	-	11	19	38	69	30	25	21	10	3	1	3	10	1	-	-		-	1	-	-	-						
PUBLIC UTILITIES -----	54	39.5	153.50	148.00	130.00-164.00	-	-	-	-	10	12	10	8	1	3	1	1	6	1	-	-		-	1	-	-	-						
TYPISTS, CLASS B -----	808	38.5	109.50	105.50	99.50-114.00	18	188	274	190	81	24	11	4	1	1	-	8	4	4	-	-		-	-	-	-	-						
MANUFACTURING -----	179	40.0	111.50	110.00	103.00-114.00	1	13	60	71	18	9	3	2	1	1	-	-	-	-	-	-		-	-	-	-	-						
NONMANUFACTURING -----	629	38.0	108.50	105.00	94.00-115.00	17	175	214	119	63	15	8	2	-	-	-	8	4	4	-	-		-	-	-	-	-						

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Indianapolis, Ind., October 1975—Continued

[illegible]

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																													
			Mean ²	Median ²	Middle range ²																														
						Under \$ 120	\$ 120 and under 130	\$ 130 and under 140	\$ 140 and under 150	\$ 150 and under 160	\$ 160 and under 170	\$ 170 and under 180	\$ 180 and under 200	\$ 200 and under 220	\$ 220 and under 240	\$ 240 and under 260	\$ 260 and under 280	\$ 280 and under 300	\$ 300 and under 320	\$ 320 and under 340	\$ 340 and under 360	\$ 360 and under 380	\$ 380 and under 400	\$ 400 and under 420	\$ 420 and under 440	\$ 440 and over									
ALL WORKERS			\$	\$	\$																														
COMPUTER OPERATORS, CLASS A -----	141	39.0	220.50	205.00	193.00-242.00	-	1	1	-	-	1	10	42	29	20	13	13	1	5	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	71	39.5	232.00	222.50	195.50-263.00	-	-	-	-	-	-	6	14	14	14	5	9	1	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	70	38.5	209.00	199.50	185.50-226.50	-	1	1	-	-	1	4	28	15	6	8	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	290	39.5	184.00	171.00	149.50-201.50	2	10	17	44	25	29	29	59	33	5	8	10	6	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	94	40.0	210.00	191.00	153.00-272.00	-	4	8	7	9	4	4	14	10	3	3	9	6	10	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	196	39.5	172.00	171.00	149.50-190.00	2	6	9	37	16	25	25	45	23	2	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS C -----	165	39.0	160.50	155.00	132.50-176.00	15	24	13	25	19	25	12	8	7	9	1	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	141	38.5	151.00	150.00	122.00-168.00	*15	21	12	23	19	25	11	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	187	39.5	271.00	265.00	246.00-287.50	-	-	-	-	-	-	3	7	13	17	42	40	30	1	5	7	5	3	6	2	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	54	40.0	320.50	316.50	262.00-374.50	-	-	-	-	-	-	-	-	-	3	5	15	3	1	4	7	5	3	6	2	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	133	39.0	251.00	252.00	225.00-273.00	-	-	-	-	-	-	3	7	13	14	37	31	27	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	202	39.0	213.50	202.50	180.50-239.50	-	-	-	4	-	18	23	46	26	37	23	11	7	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	158	39.0	204.00	195.00	179.00-230.50	-	-	-	4	-	18	23	40	20	26	17	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	54	38.5	177.00	167.50	161.50-193.50	-	1	-	10	-	19	6	10	2	3	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	175	39.5	346.00	335.50	303.50-374.00	-	-	-	-	-	-	-	-	-	1	1	17	19	35	21	18	27	3	10	7	16	-	-	-	-	-	-	-	-	
MANUFACTURING -----	81	40.0	370.50	361.00	307.00-425.50	-	-	-	-	-	-	-	-	-	-	1	5	9	11	4	9	12	3	4	7	**16	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	94	39.5	325.50	319.00	301.00-356.50	-	-	-	-	-	-	-	-	-	1	-	12	10	24	17	9	15	-	6	-	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	290	39.5	304.50	288.00	262.00-337.00	-	-	-	-	-	-	-	1	7	27	32	57	41	29	26	22	11	12	6	6	13	-	-	-	-	-	-	-	-	
MANUFACTURING -----	119	40.0	325.00	309.00	264.50-383.50	-	-	-	-	-	-	-	1	7	4	16	12	17	7	10	6	6	8	6	6	***13	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	171	39.0	290.00	282.00	262.00-319.00	-	-	-	-	-	-	-	-	-	-	23	16	45	24	22	16	16	5	4	-	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	99	39.0	265.00	254.50	211.50-301.00	-	-	-	-	-	-	1	10	18	17	7	11	9	7	4	7	2	6	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	65	38.5	241.50	228.00	211.50-272.00	-	-	-	-	-	-	-	9	12	17	7	9	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
AFTERS, CLASS A -----	294	40.0	330.00	300.00	245.00-410.50	-	-	-	-	-	-	-	6	28	22	36	18	37	3	-	8	14	35	27	29	†31	-	-	-	-	-	-	-	-	
MANUFACTURING -----	259	40.0	341.50	368.50	256.50-414.50	-	-	-	-	-	-	-	4	21	14	28	15	30	3	-	8	14	35	27	29	†31	-	-	-	-	-	-	-	-	
AFTERS, CLASS B -----	213	40.0	221.50	209.50	184.00-230.00	-	-	-	-	-	21	14	56	49	24	10	6	6	4	13	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	159	40.0	224.50	200.00	182.00-251.00	-	-	-	-	-	21	14	44	20	14	10	3	6	4	13	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
AFTERS, CLASS C -----	164	40.0	175.50	165.50	148.00-205.00	-	4	20	18	24	26	3	6	57	2	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	58	40.0	178.50	166.00	149.50-210.00	-	1	8	6	10	9	3	2	15	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	106	40.0	174.00	165.50	147.00-205.00	-	3	12	12	14	17	-	4	42	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	151	40.0	252.00	254.00	215.00-284.50	-	-	-	-	-	-	-	1	56	18	11	6	44	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	113	40.0	248.00	227.50	215.00-291.00	-	-	-	-	-	-	-	1	53	8	11	6	22	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS B -----	93	40.0	239.50	215.00	215.00-284.50	-	-	-	-	-	-	-	-	51	9	9	-	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PSYCHICS, INDUSTRIAL (REGISTERED) -----	93	40.0	249.00	257.50	207.00-291.00	-	1	-	-	1	-	4	10	23	6	7	14	12	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	92	40.0	250.50	257.50	209.50-292.50	-	-	-	-	1	-	4	9	22	6	7	11	12	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

* Workers were distributed as follows: 4 at \$ 100 to \$ 110; and 11 at \$ 110 to \$ 120.

** Workers were distributed as follows: 3 at \$ 440 to \$ 460; 2 at \$ 460 to \$ 480; 6 at \$ 480 to \$ 500; and 5 at \$ 500 to \$ 520.

*** Workers were distributed as follows: 8 at \$ 440 to \$ 460; and 5 at \$ 460 to \$ 480.

† Workers were distributed as follows: 20 at \$ 440 to \$ 460; and 11 at \$ 460 to \$ 480.

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						120	130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	and over			
Under \$ 120	and under 130	140	150	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	and over									
ALL WORKERS			\$	\$	\$																								
COMPUTER OPERATORS, CLASS A -----	96	39.5	219.00	207.50	188.50-237.50	-	1	1	-	-	8	28	20	15	10	4	1	4	2	2	-	-	-	-	-	-	-		
NONMANUFACTURING -----	50	39.0	201.00	198.00	185.00-215.50	-	1	1	-	-	2	22	13	6	5	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	154	39.5	189.50	169.00	149.50-214.00	2	10	16	11	24	25	23	6	3	6	9	6	10	1	2	-	-	-	-	-	-	-		
MANUFACTURING -----	74	40.0	218.00	208.00	152.50-280.50	-	4	8	4	8	6	5	5	3	3	9	0	10	1	2	-	-	-	-	-	-	-		
NONMANUFACTURING -----	80	39.0	163.50	160.50	145.50-180.50	2	6	8	7	16	19	18	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	73	39.0	165.00	145.00	132.50-175.50	*8	8	13	12	7	7	1	-	9	1	5	1	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	52	38.5	139.00	136.50	127.50-150.50	8	8	12	10	7	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	102	40.0	275.00	259.00	221.50-330.50	-	-	-	-	-	3	7	13	11	17	17	5	1	5	7	5	3	6	2	-	-	-		
NONMANUFACTURING -----	59	39.5	232.50	230.00	211.50-261.00	-	-	-	-	-	3	7	13	8	12	13	2	-	1	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	100	39.0	228.50	230.00	193.00-245.00	-	-	-	-	-	13	16	11	30	12	4	7	5	1	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	69	38.5	211.00	212.00	190.00-231.00	-	-	-	-	-	13	16	11	19	7	2	1	-	-	-	-	-	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	109	40.0	348.50	327.50	288.00-390.00	-	-	-	-	-	-	-	-	1	1	11	19	17	16	7	7	3	4	7	3	**13	-		
MANUFACTURING -----	68	40.0	375.50	363.00	306.50-436.50	-	-	-	-	-	-	-	-	-	1	5	9	7	3	6	7	3	4	7	3	13	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	195	39.0	319.50	314.50	265.50-356.50	-	-	-	-	-	-	1	7	11	22	26	19	20	19	22	11	12	6	6	8	5	-		
MANUFACTURING -----	102	40.0	332.00	327.00	260.50-392.00	-	-	-	-	-	-	1	7	4	14	10	5	6	10	6	6	8	6	6	8	5	-		
NONMANUFACTURING -----	93	38.5	305.50	300.50	270.00-342.00	-	-	-	-	-	-	-	-	7	8	16	14	14	9	16	5	4	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	61	39.0	291.00	295.00	239.00-335.50	-	-	-	-	-	1	4	4	7	3	7	9	7	4	7	2	6	-	-	-	-	-		
DRAFTERS, CLASS A -----	235	40.0	356.00	383.00	288.50-421.00	-	-	-	-	-	-	4	5	12	15	17	35	3	-	8	14	35	27	29	20	11	-		
DRAFTERS, CLASS B -----	89	40.0	257.00	246.00	201.50-320.50	-	-	-	-	-	7	12	11	12	8	6	6	4	13	10	-	-	-	-	-	-	-		
MANUFACTURING -----	78	40.0	261.00	255.50	206.00-322.50	-	-	-	-	-	7	9	10	8	8	3	6	4	13	10	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS -----	131	40.0	255.00	256.00	215.00-284.50	-	-	-	-	-	-	1	53	4	11	6	44	12	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	108	40.0	249.00	229.50	215.00-292.00	-	-	-	-	-	-	1	53	3	11	6	22	12	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS B -----	85	40.0	237.50	215.00	215.00-284.50	-	-	-	-	-	-	-	51	4	8	-	22	-	-	-	-	-	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) -----	92	40.0	249.50	256.50	207.00-292.50	-	1	-	-	1	3	9	23	6	7	10	12	13	7	-	-	-	-	-	-	-	-		
MANUFACTURING -----	86	40.0	251.50	256.50	210.50-295.00	-	-	-	-	1	3	8	22	6	7	7	12	13	7	-	-	-	-	-	-	-	-		

* Workers were distributed as follows: 4 at \$100 to \$110; and 4 at \$110 to \$120.

** Workers were distributed as follows: 2 at \$460 to \$480; 6 at \$480 to \$500; and 5 at \$500 to \$520.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Indianapolis, Ind., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	82	40.0	203.50	MESSENGERS -----	185	39.0	112.50	TYPISTS, CLASS B -----	808	38.5	109.50
CLERKS, ACCOUNTING, CLASS B -----	109	39.5	145.50	NONMANUFACTURING -----	173	39.0	112.00	MANUFACTURING -----	179	40.0	111.50
NONMANUFACTURING -----	103	39.5	145.50	PUBLIC UTILITIES -----	29	40.0	129.50	NONMANUFACTURING -----	629	38.0	108.50
CLERKS, ORDER -----	183	40.5	187.00	SECRETARIES -----	2,925	39.5	187.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
NONMANUFACTURING -----	152	40.5	182.00	MANUFACTURING -----	1,490	40.0	210.00	COMPUTER OPERATORS, CLASS A -----	130	39.0	221.50
MESSENGERS -----	138	39.0	135.00	NONMANUFACTURING -----	1,435	39.0	163.00	MANUFACTURING -----	67	39.5	234.00
NONMANUFACTURING -----	94	38.5	124.00	PUBLIC UTILITIES -----	211	40.0	217.00	NONMANUFACTURING -----	63	38.5	208.00
OFFICE OCCUPATIONS - WOMEN				RETAIL TRADE -----	243	39.5	151.50	COMPUTER OPERATORS, CLASS B -----	242	39.5	186.50
BILLERS, MACHINE (BILLING MACHINE) -----	76	40.0	179.00	SECRETARIES, CLASS A -----	194	39.5	225.50	MANUFACTURING -----	82	40.0	213.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	60	40.0	136.50	MANUFACTURING -----	109	39.5	235.50	NONMANUFACTURING -----	160	39.0	172.50
NONMANUFACTURING -----	50	40.0	139.50	NONMANUFACTURING -----	85	39.5	213.00	COMPUTER OPERATORS, CLASS C -----	131	38.5	160.50
CLERKS, ACCOUNTING, CLASS A -----	936	39.5	155.50	SECRETARIES, CLASS B -----	607	39.5	201.00	NONMANUFACTURING -----	114	38.5	156.00
MANUFACTURING -----	264	40.0	165.50	MANUFACTURING -----	269	40.0	231.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	159	39.5	276.50
NONMANUFACTURING -----	672	39.0	151.50	NONMANUFACTURING -----	338	39.0	177.00	NONMANUFACTURING -----	111	39.0	256.00
RETAIL TRADE -----	207	39.5	149.50	PUBLIC UTILITIES -----	65	40.0	218.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	164	39.0	214.00
CLERKS, ACCOUNTING, CLASS B -----	1,496	39.5	122.00	RETAIL TRADE -----	51	40.0	152.00	NONMANUFACTURING -----	130	39.0	205.00
MANUFACTURING -----	494	40.0	130.50	SECRETARIES, CLASS C -----	1,148	39.5	194.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	162	39.5	348.50
NONMANUFACTURING -----	1,002	39.0	118.00	MANUFACTURING -----	648	40.0	221.00	MANUFACTURING -----	71	40.0	377.00
PUBLIC UTILITIES -----	82	40.0	130.50	NONMANUFACTURING -----	500	39.0	159.00	NONMANUFACTURING -----	91	39.5	326.50
RETAIL TRADE -----	323	39.5	117.00	PUBLIC UTILITIES -----	62	40.0	229.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	105	40.0	330.50
CLERKS, FILE, CLASS A -----	69	38.0	136.00	RETAIL TRADE -----	112	40.0	145.00	NONMANUFACTURING -----	153	39.0	290.00
NONMANUFACTURING -----	55	37.5	129.50	SECRETARIES, CLASS D -----	976	39.0	162.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	79	39.0	268.00
CLERKS, FILE, CLASS B -----	189	39.0	112.00	MANUFACTURING -----	464	40.0	176.50	DRAFTERS, CLASS A -----	293	40.0	330.50
NONMANUFACTURING -----	172	38.5	110.00	NONMANUFACTURING -----	512	38.5	156.00	MANUFACTURING -----	259	40.0	341.50
CLERKS, FILE, CLASS C -----	424	38.5	105.00	RETAIL TRADE -----	63	38.5	150.50	DRAFTERS, CLASS B -----	213	40.0	221.50
NONMANUFACTURING -----	394	38.0	104.50	STENOGRAPHERS, GENERAL -----	425	39.0	140.50	MANUFACTURING -----	159	40.0	224.50
CLERKS, ORDER -----	587	40.0	131.00	MANUFACTURING -----	171	39.0	124.00	DRAFTERS, CLASS C -----	104	40.0	167.50
MANUFACTURING -----	208	40.0	127.50	NONMANUFACTURING -----	254	39.0	151.50	MANUFACTURING -----	58	40.0	178.50
NONMANUFACTURING -----	379	39.5	133.00	PUBLIC UTILITIES -----	72	40.0	196.50	ELECTRONICS TECHNICIANS -----	149	40.0	251.50
CLERKS, RAYROLL -----	265	39.5	157.50	STENOGRAPHERS, SENIOR -----	522	39.5	184.00	MANUFACTURING -----	111	40.0	247.50
MANUFACTURING -----	123	40.0	159.00	MANUFACTURING -----	268	40.0	199.00	ELECTRONICS TECHNICIANS, CLASS B-----	93	40.0	239.50
NONMANUFACTURING -----	142	39.5	156.00	NONMANUFACTURING -----	254	39.5	169.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
KEYPUNCH OPERATORS, CLASS A -----	723	39.5	161.50	PUBLIC UTILITIES -----	93	40.0	206.00	NURSES, INDUSTRIAL (REGISTERED) ---	97	40.0	248.00
MANUFACTURING -----	199	40.0	172.00	SWITCHBOARD OPERATORS -----	190	40.5	130.00	MANUFACTURING -----	91	40.0	249.50
NONMANUFACTURING -----	524	39.5	157.50	NONMANUFACTURING -----	141	40.5	120.50				
PUBLIC UTILITIES -----	149	40.0	209.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	376	39.0	132.00				
RETAIL TRADE -----	53	40.0	135.00	MANUFACTURING -----	95	39.5	132.50				
KEYPUNCH OPERATORS, CLASS B -----	606	39.5	130.50	NONMANUFACTURING -----	281	39.0	132.00				
MANUFACTURING -----	226	40.0	151.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	193	38.0	121.00				
NONMANUFACTURING -----	460	39.5	120.50	NONMANUFACTURING -----	175	38.0	120.50				
RETAIL TRADE -----	115	39.5	125.00	TYPISTS, CLASS A -----	472	39.5	136.50				
				MANUFACTURING -----	230	40.0	140.00				
				NONMANUFACTURING -----	242	39.0	133.50				
				PUBLIC UTILITIES -----	54	39.5	153.50				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishments. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Indianapolis, Ind., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
MESSENGERS -----	90	39.5	146.50	SECRETARIES -----	1,927	39.5	201.00	TYPISTS, CLASS B -----	412	39.0	105.00
NONMANUFACTURING -----	51	39.0	136.00	MANUFACTURING -----	1,247	40.0	217.00	MANUFACTURING -----	102	40.0	109.00
				NONMANUFACTURING -----	680	39.0	171.50	NONMANUFACTURING -----	310	38.5	104.00
				RETAIL TRADE -----	148	39.0	155.50				
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS A -----	81	40.0	259.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A -----	462	39.5	159.50	SECRETARIES, CLASS M -----	382	40.0	221.00	COMPUTER OPERATORS, CLASS A -----	89	39.5	220.50
MANUFACTURING -----	159	40.0	177.50	MANUFACTURING -----	212	40.0	246.50	COMPUTER OPERATORS, CLASS B -----	129	39.5	193.50
NONMANUFACTURING -----	303	39.5	150.50	NONMANUFACTURING -----	170	39.5	189.00	MANUFACTURING -----	67	40.0	222.50
RETAIL TRADE -----	122	39.0	144.50	PUBLIC UTILITIES -----	55	40.0	211.50	NONMANUFACTURING -----	62	39.0	161.50
CLERKS, ACCOUNTING, CLASS B -----	656	39.5	124.50	SECRETARIES, CLASS C -----	201	40.0	210.00	COMPUTER OPERATORS, CLASS C -----	50	39.0	169.00
MANUFACTURING -----	264	40.0	132.50	MANUFACTURING -----	590	40.0	226.00				
NONMANUFACTURING -----	392	39.5	119.00	NONMANUFACTURING -----	211	39.0	165.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	80	40.0	285.50
PUBLIC UTILITIES -----	66	40.0	132.00	RETAIL TRADE -----	53	39.5	154.00				
RETAIL TRADE -----	217	39.5	116.00	SECRETARIES, CLASS J -----	663	39.5	172.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	70	39.0	232.00
CLERKS, FILE, CLASS B -----	129	38.5	109.50	MANUFACTURING -----	395	40.0	180.00				
NONMANUFACTURING -----	122	38.5	107.00	NONMANUFACTURING -----	268	39.0	161.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	98	40.0	352.50
CLERKS, FILE, CLASS C -----	146	39.0	112.00	RETAIL TRADE -----	61	38.5	152.00	MANUFACTURING -----	60	40.0	383.00
NONMANUFACTURING -----	131	38.5	114.00	STENOGRAPHERS, GENERAL -----	133	39.5	165.00				
CLERKS, ORDER -----	301	39.5	123.00	MANUFACTURING -----	50	40.0	145.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	170	39.0	323.00
CLERKS, PAYROLL -----	89	39.5	171.50	NONMANUFACTURING -----	83	39.5	177.00	MANUFACTURING -----	88	40.0	339.50
MANUFACTURING -----	53	40.0	183.00	PUBLIC UTILITIES -----	61	40.0	197.00	NONMANUFACTURING -----	82	38.5	305.00
KEYPUNCH OPERATORS, CLASS A -----	445	39.5	163.00	STENOGRAPHERS, SENIOR -----	298	40.0	195.00	DRAFTERS, CLASS A -----	234	40.0	356.00
MANUFACTURING -----	152	40.0	179.00	MANUFACTURING -----	198	40.0	210.00	DRAFTERS, CLASS B -----	89	40.0	257.00
NONMANUFACTURING -----	293	39.5	154.50	NONMANUFACTURING -----	100	39.5	165.50	MANUFACTURING -----	78	40.0	261.00
PUBLIC UTILITIES -----	105	40.0	186.50	PUBLIC UTILITIES -----	61	40.0	184.00				
KEYPUNCH OPERATORS, CLASS B -----	355	39.5	138.50	SWITCHBOARD OPERATORS -----	88	39.5	148.50	ELECTRONICS TECHNICIANS -----	129	40.0	254.00
MANUFACTURING -----	149	40.0	159.00	NONMANUFACTURING -----	51	39.5	133.00	MANUFACTURING -----	106	40.0	248.00
NONMANUFACTURING -----	266	39.0	123.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	62	39.0	123.50	ELECTRONICS TECHNICIANS, CLASS B -----	85	40.0	237.50
MESSENGERS -----	149	39.0	115.50	TYPISTS, CLASS A -----	303	40.0	141.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	139	39.0	115.50	MANUFACTURING -----	171	40.0	141.50	NURSES, INDUSTRIAL (REGISTERED) -----	91	40.0	248.50
PUBLIC UTILITIES -----	29	40.0	129.50	NONMANUFACTURING -----	132	39.5	139.50	MANUFACTURING -----	85	40.0	250.50
				PUBLIC UTILITIES -----	46	40.0	158.00				

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					3.40	3.50	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.20	7.60	8.00				
					Under \$ 3.40	and under 3.40																								
					3.50	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.20	7.60	8.00	over				
ALL WORKERS																														
BOILER TENDERS -----	119	\$ 4.81	\$ 4.48	\$ 3.81- 5.36	-	5	-	15	20	5	-	19	4	15	3	5	9	3	-	4	-	-	-	-	-	12	-			
MANUFACTURING -----	119	4.81	4.48	3.81- 5.36	-	5	-	15	20	5	-	19	4	15	3	5	9	3	-	4	-	-	-	-	-	12	-			
CARPENTERS, MAINTENANCE -----	152	6.84	7.04	6.00- 7.59	-	-	-	-	-	-	-	1	7	-	5	4	14	7	7	2	1	17	14	66	2	5				
MANUFACTURING -----	121	6.99	7.59	6.74- 7.59	-	-	-	-	-	-	-	1	-	-	5	4	5	7	1	2	1	17	14	62	2	-				
ELECTRICIANS, MAINTENANCE -----	758	6.89	7.18	5.95- 7.77	-	-	-	-	1	1	2	-	18	12	47	36	43	33	39	31	10	62	45	11	349	18				
MANUFACTURING -----	666	6.96	7.65	5.95- 7.77	-	-	-	-	-	-	-	-	17	5	47	33	41	33	32	29	8	4	39	11	349	18				
ENGINEERS, STATIONARY -----	319	5.96	5.80	4.50- 7.29	-	-	-	-	-	3	101	-	17	1	32	4	-	10	6	6	2	9	46	52	24	6				
MANUFACTURING -----	216	6.64	6.97	5.42- 7.59	-	-	-	-	-	5	-	-	16	1	31	4	-	10	5	6	1	9	46	52	24	6				
HELDRERS, MAINTENANCE TRADES -----	146	4.88	4.85	4.07- 5.85	1	17	-	-	7	25	-	5	15	12	6	8	7	4	19	1	19	-	-	-	-	-				
MANUFACTURING -----	129	4.78	4.79	4.07- 5.48	-	17	-	-	6	25	-	5	12	12	6	8	7	4	19	1	7	-	-	-	-	-				
MACHINE-TOOL OPERATORS, TOOLROOM -----	755	7.09	7.77	6.40- 7.77	-	-	-	-	-	28	15	10	10	8	31	51	-	12	3	8	15	3	1-	63	480	-				
MANUFACTURING -----	755	7.09	7.77	6.40- 7.77	-	-	-	-	-	28	15	10	10	8	31	51	-	12	3	8	15	3	1-	63	480	-				
MACHINISTS, MAINTENANCE -----	320	6.21	5.80	5.63- 6.97	-	-	-	-	6	3	3	4	-	4	2	15	35	77	24	-	23	12	7	41	19	45	-			
MANUFACTURING -----	309	6.20	5.80	5.63- 6.98	-	-	-	-	6	3	3	4	-	4	2	15	35	77	23	-	23	2	7	41	19	45	-			
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	651	6.62	7.21	5.71- 7.36	-	-	-	-	-	21	-	-	36	8	16	42	6	39	18	15	21	12	25	44	316	24	8			
MANUFACTURING -----	135	6.28	6.90	4.70- 7.59	-	-	-	-	-	21	-	-	16	-	-	4	6	4	-	9	1	-	-	23	27	24	-			
NONMANUFACTURING -----	516	6.71	7.21	5.83- 7.36	-	-	-	-	-	-	-	-	20	8	16	38	-	35	18	6	20	12	25	21	289	-	8			
PUBLIC UTILITIES -----	466	6.77	7.21	5.91- 7.36	-	-	-	-	-	-	-	-	20	8	-	38	-	35	18	5	17	-	13	15	289	-	8			
MECHANICS, MAINTENANCE -----	962	6.65	6.96	5.54- 7.77	-	-	-	-	25	-	13	9	24	1	51	97	30	87	8	38	6	16	24	117	24	353	39			
MANUFACTURING -----	956	6.64	6.96	5.54- 7.77	-	-	-	-	25	-	13	9	24	1	51	97	30	87	8	38	6	16	24	117	18	353	39			
MILLWRIGHTS -----	461	7.21	7.59	7.52- 7.60	-	-	-	-	-	-	-	-	4	-	5	-	12	41	-	32	-	-	-	6	218	143	-			
MANUFACTURING -----	447	7.25	7.59	7.52- 7.64	-	-	-	-	-	-	-	-	4	-	5	-	12	37	-	22	-	-	-	6	218	143	-			
PAINTERS, MAINTENANCE -----	99	6.54	6.52	5.86- 7.51	-	-	-	-	-	1	-	1	1	-	5	5	5	14	8	4	8	4	14	23	6	-				
MANUFACTURING -----	87	6.62	6.64	5.89- 7.51	-	-	-	-	-	-	-	1	-	-	3	5	5	14	2	4	8	4	14	21	6	-				
PIPEFITTERS, MAINTENANCE -----	312	7.00	7.52	6.18- 7.59	-	-	-	-	-	-	-	-	-	-	8	21	13	1	37	2	2	6	47	118	57	-				
MANUFACTURING -----	304	7.04	7.52	6.60- 7.59	-	-	-	-	-	-	-	-	-	-	8	15	13	1	35	2	2	6	47	118	57	-				
SHEET-METAL WORKERS, MAINTENANCE -----	112	7.33	7.52	7.10- 7.59	-	-	-	-	-	-	-	-	-	-	-	2	-	1	2	1	2	1	21	76	6	-				
MANUFACTURING -----	112	7.33	7.52	7.10- 7.59	-	-	-	-	-	-	-	-	-	-	-	2	-	1	2	1	2	1	21	76	6	-				
TOOL AND DIE MAKERS -----	938	7.05	7.58	5.94- 7.94	-	-	-	-	-	-	-	-	41	-	12	32	25	190	1	31	-	8	26	105	466	1				
MANUFACTURING -----	938	7.05	7.58	5.94- 7.94	-	-	-	-	-	-	-	-	41	-	12	32	25	190	1	31	-	8	26	105	466	1				

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	4.50 4.60 4.70 4.80 4.90 5.00 5.10								5.20 5.40 5.60 5.80 6.00 6.20 6.40 6.60 6.80 7.00 7.20 7.40 7.60 7.80 8.00																		
					Under and under 4.50	4.60	4.70	4.80	4.90	5.00	5.10	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	over				
ALL WORKERS		\$	\$	\$	\$																										
CARPENTERS, MAINTENANCE -----	123	6.95	7.59	6.17- 7.50	-	-	-	-	-	1	-	-	5	4	13	7	5	2	1	4	10	4	2	61	1	1					
MANUFACTURING -----	107	7.04	7.59	6.69- 7.50	-	-	-	-	-	-	-	-	5	4	5	7	1	2	1	4	10	4	2	60	1	1					
ELECTRICIANS, MAINTENANCE -----	678	7.06	7.65	6.13- 7.77	2	2	-	-	1	4	4	-	47	34	23	27	37	27	5	54	14	15	7	4	249	100	10				
MANUFACTURING -----	599	7.07	7.65	6.03- 7.77	-	-	-	-	-	4	3	-	47	32	23	27	30	25	3	4	13	10	7	4	249	100	10				
ENGINEERS, STATIONARY -----	199	6.78	6.97	5.80- 7.54	5	-	-	-	-	1	1	-	32	4	-	10	1	6	2	9	31	15	4	48	18	6					
MANUFACTURING -----	195	6.80	6.99	5.80- 7.50	5	-	-	-	-	-	1	-	31	4	-	10	-	6	1	9	31	15	4	48	18	6					
HELPERS, MAINTENANCE TRADES -----	73	4.98	4.88	4.68- 5.49	*9	5	5	10	11	1	1	5	8	7	4	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	68	5.04	4.88	4.69- 5.43	7	5	5	7	11	1	1	5	8	7	4	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM --	669	7.35	7.77	7.40- 7.77	-	-	-	-	-	3	2	5	31	51	-	12	3	-	-	1	10	8	4	59	421	59					
MANUFACTURING -----	669	7.35	7.77	7.40- 7.77	-	-	-	-	-	3	2	5	31	51	-	12	3	-	-	1	10	8	4	59	421	59					
MACHINISTS, MAINTENANCE -----	216	6.54	6.49	5.67- 7.31	-	-	-	-	-	-	-	-	-	20	37	24	-	23	12	7	16	13	10	9	15	30					
MANUFACTURING -----	205	6.59	6.32	5.67- 7.31	-	-	-	-	-	-	-	-	-	20	37	23	-	23	2	7	16	13	10	9	15	30					
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	280	6.84	7.21	6.32- 7.37	-	-	-	-	-	-	1	-	4	6	38	3	10	21	3	25	7	14	47	27	17	7					
MANUFACTURING -----	79	7.01	7.59	6.05- 7.64	-	-	-	-	-	-	-	-	4	6	4	-	9	1	-	-	1	3	-	27	17	7					
NONMANUFACTURING -----	201	6.77	7.06	6.32- 7.34	-	-	-	-	-	-	1	-	-	-	34	3	1	20	3	25	6	11	97	-	-	-					
PUBLIC UTILITIES -----	175	6.60	7.21	6.32- 7.34	-	-	-	-	-	-	-	-	-	-	34	3	-	17	-	13	-	11	97	-	-	-					
MECHANICS, MAINTENANCE -----	663	6.99	7.77	5.73- 7.83	8	4	-	10	-	1	20	2	56	22	63	6	32	6	-	-	-	17	6	14	192	161	3				
MANUFACTURING -----	657	6.99	7.77	5.73- 7.83	8	4	-	10	-	1	20	2	56	22	63	6	32	6	-	-	-	17	-	14	192	161	3				
MILLWRIGHTS -----	461	7.21	7.59	7.52- 7.60	-	-	-	4	-	-	5	-	-	12	41	-	32	-	-	-	3	3	1	217	110	33					
MANUFACTURING -----	447	7.25	7.59	7.52- 7.64	-	-	-	4	-	-	5	-	-	12	37	-	22	-	-	-	3	3	1	217	110	33					
PAINTERS, MAINTENANCE -----	95	6.54	6.58	5.85- 7.51	1	-	1	-	-	1	-	-	5	5	5	14	8	4	4	4	13	1	3	21	6	-					
MANUFACTURING -----	83	6.52	6.67	5.86- 7.51	-	-	1	-	-	-	-	-	3	5	5	14	2	4	4	4	13	1	1	21	6	-					
PIPEFITTERS, MAINTENANCE -----	312	7.00	7.52	6.18- 7.54	-	-	-	-	-	-	-	-	8	21	13	1	37	2	2	5	19	24	10	108	57	-					
MANUFACTURING -----	304	7.04	7.52	6.60- 7.50	-	-	-	-	-	-	-	-	8	15	13	1	35	2	2	5	19	24	10	108	57	-					
SHEET-METAL WORKERS, MAINTENANCE --	112	7.33	7.52	7.10- 7.54	-	-	-	-	-	-	-	-	-	2	-	1	2	1	2	1	12	9	7	69	6	-					
MANUFACTURING -----	112	7.33	7.52	7.10- 7.50	-	-	-	-	-	-	-	-	-	2	-	1	2	1	2	1	12	9	7	69	6	-					
TOOL AND DIE MAKERS -----	782	7.30	7.83	6.27- 7.94	-	-	-	-	-	1	-	-	7	7	25	148	1	21	-	-	-	-	-	105	53	403					
MANUFACTURING -----	782	7.30	7.83	6.27- 7.94	-	-	-	-	-	1	-	-	7	7	25	148	1	21	-	-	-	-	-	105	53	403					

* Workers were distributed as follows: 1 at \$3 to \$3.10; 1 at \$3.90 to \$4; and 7 at \$4 to \$4.10.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20				
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60				
ALL WORKERS																															
GUARDS AND WATCHMEN -----	1,734	\$ 3.25	\$ 2.25	\$ 2.15- 4.02	-	658	219	40	38	74	22	100	50	32	18	40	71	11	21	28	23	24	28	34	199	-	-				
MANUFACTURING -----	577	4.94	4.78	3.58- 6.52	-	-	-	-	7	-	15	90	13	28	13	24	58	6	12	24	14	22	16	36	199	-	-				
NONMANUFACTURING -----	1,157	2.41	2.15	2.10- 2.25	-	658	219	40	31	74	7	10	37	4	5	16	13	5	9	4	9	2	12	2	-	-	-				
GUARDS: -----																															
MANUFACTURING -----	481	5.28	5.74	4.08- 6.52	-	-	-	-	-	-	3	42	9	20	13	13	58	6	9	24	11	22	16	36	199	-	-				
WATCHMEN: -----																															
MANUFACTURING -----	96	3.26	3.09	3.09- 3.45	-	-	-	-	7	-	12	48	4	8	-	11	-	-	3	-	3	-	-	-	-	-	-				
JANITORS, PORTERS, AND CLEANERS -----	3,229	3.45	3.05	2.45- 3.84	50	450	152	79	256	292	169	268	189	168	325	68	66	23	86	33	40	98	65	335	17	-	-				
MANUFACTURING -----	1,196	4.47	4.06	3.66- 6.04	-	13	4	12	12	48	49	60	58	15	278	37	45	13	52	21	25	75	62	317	-	-	-				
NONMANUFACTURING -----	2,033	2.85	2.65	2.20- 3.20	50	437	148	67	244	244	120	208	131	153	47	31	21	10	34	12	15	23	3	18	17	-	-				
PUBLIC UTILITIES -----	184	4.31	4.37	3.35- 4.74	-	-	-	-	3	3	14	7	32	2	7	6	16	2	34	12	7	10	-	15	14	-	-				
RETAIL TRADE -----	320	2.86	2.60	2.40- 3.24	-	44	25	6	83	46	12	22	29	8	10	14	4	8	-	-	-	-	3	3	3	-	-				
LABORERS, MATERIAL HANDLING -----	2,784	4.97	4.93	3.63- 6.35	-	13	4	9	76	244	76	81	97	81	236	109	101	80	30	115	100	26	289	365	199	192	255				
MANUFACTURING -----	1,222	4.98	5.56	3.79- 6.13	-	-	-	-	4	56	9	42	60	57	103	23	77	21	6	42	96	26	230	365	5	-	-				
NONMANUFACTURING -----	1,562	4.95	4.50	3.10- 7.11	-	13	4	9	72	188	67	39	37	24	133	86	24	65	24	73	4	-	59	-	194	192	255				
PUBLIC UTILITIES -----	730	6.72	7.11	6.47- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	40	2	8	-	-	39	-	194	192	255				
ORDER FILLERS -----	1,697	4.12	3.77	3.33- 4.55	-	-	-	1	40	80	35	112	237	209	233	126	33	54	121	16	13	28	259	84	16	-	-				
MANUFACTURING -----	420	3.65	3.33	3.13- 3.79	-	-	-	-	-	20	21	81	146	14	43	3	16	2	13	14	2	22	17	6	-	-	-				
NONMANUFACTURING -----	1,277	4.28	3.80	3.55- 5.85	-	-	-	1	40	60	14	31	91	195	190	123	17	52	108	2	11	6	242	78	16	-	-				
RETAIL TRADE -----	450	4.31	3.95	3.70- 4.58	-	-	-	1	25	32	13	11	2	10	36	100	16	14	82	2	10	2	-	78	16	-	-				
PACKERS, SHIPPING -----	1,498	4.14	3.69	3.55- 4.54	-	-	-	-	56	72	76	38	74	163	325	48	74	153	55	12	5	7	212	125	-	3	-				
MANUFACTURING -----	1,198	4.42	4.13	3.65- 5.62	-	13	-	-	13	-	14	12	48	133	303	29	74	153	55	12	5	7	212	125	-	3	-				
NONMANUFACTURING -----	300	3.02	2.94	2.63- 3.34	-	-	-	-	43	72	62	26	26	30	22	19	-	-	-	-	-	-	-	-	-	-	-				
RECEIVING CLERKS -----	279	4.41	4.20	3.75- 4.84	-	-	-	-	-	3	1	13	6	25	29	25	37	23	33	9	15	4	40	7	9	-	-				
MANUFACTURING -----	154	4.43	4.11	3.74- 4.74	-	-	-	-	-	-	-	4	-	19	21	19	19	6	22	6	4	4	17	4	9	-	-				
NONMANUFACTURING -----	125	4.39	4.20	3.76- 4.93	-	-	-	-	-	3	1	9	6	6	8	6	18	17	11	3	11	-	23	3	-	-	-				
RETAIL TRADE -----	53	4.19	4.10	3.68- 4.55	-	-	-	-	-	3	1	4	1	5	4	6	8	7	11	3	4	-	3	3	-	-	-				
SHIPPING CLERKS -----	166	4.92	5.56	3.75- 6.15	-	-	-	-	-	16	4	-	-	5	23	6	12	9	1	1	5	4	27	32	20	-	1				
MANUFACTURING -----	131	5.22	5.77	4.04- 6.20	-	-	-	-	-	-	4	-	-	-	18	6	12	9	1	1	5	4	19	31	20	-	1				
SHIPPING AND RECEIVING CLERKS -----	139	4.44	4.47	4.20- 4.65	-	-	-	-	6	-	-	2	-	3	1	1	9	24	54	-	14	7	12	2	-	-	-				
MANUFACTURING -----	85	4.43	4.47	4.20- 4.47	-	-	-	-	-	-	-	-	-	3	-	-	-	22	53	-	5	-	-	2	-	-	-				
NONMANUFACTURING -----	54	4.57	5.00	4.00- 5.43	-	-	-	-	6	-	-	2	-	-	1	1	9	6	1	-	9	7	12	-	-	-	-				
TRUCKDRIVERS -----	2,908	6.17	6.90	5.20- 7.21	-	-	5	1	8	16	2	5	23	21	50	114	22	30	208	161	76	89	331	94	175	349	1168				
MANUFACTURING -----	492	5.93	6.69	4.99- 6.90	-	-	-	-	-	-	-	4	3	19	13	35	-	15	9	16	31	13	16	20	109	178	3				
NONMANUFACTURING -----	2,476	6.22	7.02	5.20- 7.21	-	-	5	1	8	16	2	1	20	2	37	79	22	15	199	145	45	76	315	66	56	171	1165				
PUBLIC UTILITIES -----	1,341	7.07	7.21	7.21- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	41	25	3	1	3	-	100	1165				
RETAIL TRADE -----	256	5.82	6.55	5.19- 6.85	-	-	3	-	2	11	-	-	17	2	1	-	8	12	2	-	14	4	14	9	56	71	-				
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	351	5.12	4.70	3.87- 7.02	-	-	5	1	8	16	2	1	1	-	10	112	12	5	-	21	4	3	16	2	-	132	-				
MANUFACTURING -----	59	4.52	3.87	3.87- 5.63	-	-	-	-	-	-	-	-	-	-	-	33	-	4	-	-	4	3	15	-	-	-	-				
NONMANUFACTURING -----	292	5.24	4.70	3.87- 7.02	-	-	5	1	8	16	2	1	1	-	10	79	12	1	-	21	-	-	1	2	-	132	-				

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Indianapolis, Ind., October 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60		
ALL WORKERS-- CONTINUED																														
TRUCKDRIVERS - CONTINUED																														
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	797	5.94	5.91	5.20- 7.21	-	-	-	-	-	-	-	4	11	21	5	-	10	20	6	91	15	58	258	9	48	15	226			
MANUFACTURING -----	123	5.32	4.99	4.41- 6.60	-	-	-	-	-	-	-	4	-	19	2	-	-	6	6	16	11	3	-	4	48	-	-			
NONMANUFACTURING -----	674	6.06	5.91	5.20- 7.21	-	-	-	-	-	-	-	-	11	2	3	-	10	14	-	75	4	55	258	1	-	15	226			
PUBLIC UTILITIES -----	266	6.84	7.21	7.21- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	-	-	-	-	-	-	-	226		
RETAIL TRADE -----	52	4.94	4.27	4.10- 7.06	-	-	-	-	-	-	-	-	9	2	1	-	8	12	-	-	4	-	-	1	-	15	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,279	6.70	7.21	6.55- 7.21	-	-	-	-	-	-	-	-	8	-	28	2	-	5	2	49	54	22	42	63	137	34	830			
MANUFACTURING -----	97	6.02	6.48	4.99- 6.70	-	-	-	-	-	-	-	-	-	-	4	2	-	5	-	-	15	7	-	-	51	10	-			
NONMANUFACTURING -----	1,182	6.75	7.21	6.55- 7.21	-	-	-	-	-	-	-	-	8	-	24	-	-	-	2	49	39	15	42	63	86	24	830			
PUBLIC UTILITIES -----	857	7.15	7.21	7.21- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	1	-	1	-	-	830			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	473	5.96	6.90	4.52- 6.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	200	-	-	-	-	-	-	164	109			
NONMANUFACTURING: -----																														
PUBLIC UTILITIES -----	109	7.21	7.21	7.21- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	109			
TRUCKERS, POWER (FORKLIFT) -----	1,617	5.17	5.52	4.20- 6.27	-	-	-	-	-	4	20	26	57	15	41	129	98	120	149	31	80	78	163	579	25	2	-			
MANUFACTURING -----	1,327	5.18	5.52	4.06- 6.35	-	-	-	-	-	4	20	19	50	11	32	129	82	67	119	31	78	78	19	561	25	2	-			
NONMANUFACTURING -----	290	5.14	5.85	4.30- 5.91	-	-	-	-	-	-	-	7	7	4	9	-	16	53	30	-	2	-	144	18	-	-	-			
RETAIL TRADE -----	77	4.53	4.27	3.60- 4.90	-	-	-	-	-	-	-	7	7	4	3	-	5	18	12	-	2	-	-	18	-	-	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	220	5.22	4.72	4.50- 6.30	-	-	-	-	-	-	-	-	9	9	-	-	10	20	30	35	-	7	17	58	25	-	-			
MANUFACTURING -----	94	5.42	5.70	4.50- 6.20	-	-	-	-	-	-	-	-	-	-	-	-	1	-	30	6	-	7	17	32	1	-	-			
WAREHOUSEMEN -----	887	5.07	4.45	4.01- 7.21	-	-	-	-	-	-	7	27	34	40	23	36	218	35	82	20	47	2	45	26	-	-	240			
MANUFACTURING -----	447	4.14	4.01	4.01- 4.32	-	-	-	-	-	-	-	14	25	16	18	16	216	37	42	17	42	-	-	4	-	-	-			
NONMANUFACTURING -----	440	6.02	7.21	4.45- 7.21	-	-	-	-	-	-	7	13	9	24	5	20	2	1	40	3	5	2	45	24	-	-	240			
RETAIL TRADE -----	121	4.51	4.45	3.55- 5.50	-	-	-	-	-	-	7	13	5	6	5	3	2	-	40	3	5	2	11	19	-	-	-			

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Indianapolis, Ind., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20			
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60			
ALL WORKERS																														
GUARDS AND WATCHMEN -----	1,107	\$ 3.68	\$ 2.40	\$ 2.15- 5.41	-	336	173	34	21	2	5	10	26	26	18	35	56	11	18	28	23	24	26	36	199	-	-			
MANUFACTURING -----	437	5.50	6.29	4.08- 6.52	-	-	-	-	-	-	-	13	23	13	19	43	5	9	24	14	22	16	36	199	-	-				
GUARDS: MANUFACTURING -----	415	5.58	6.35	4.54- 6.52	-	-	-	-	-	-	-	9	19	13	8	43	6	9	24	11	22	16	36	199	-	-				
JANITORS, PORTERS, AND CLEANERS ---	1,215	4.36	3.75	3.34- 6.04	-	5	2	15	36	71	63	70	67	22	262	38	27	23	67	25	20	-	65	320	17	-	-			
MANUFACTURING -----	761	4.92	4.98	3.70- 6.04	-	-	-	-	-	2	12	10	-	2	9	245	14	6	13	36	13	20	-	62	317	-	-			
NONMANUFACTURING -----	454	3.42	3.15	2.78- 3.84	-	5	2	15	34	59	53	70	65	13	17	24	21	10	31	12	-	-	3	3	17	-	-			
PUBLIC UTILITIES -----	128	4.19	4.11	3.35- 4.55	-	-	-	-	3	3	1	7	28	2	3	6	16	2	31	12	-	-	-	-	14	-	-			
RETAIL TRADE -----	152	3.24	2.95	2.65- 3.75	-	4	1	6	22	36	10	12	14	6	6	14	4	4	-	-	-	-	3	3	3	-	-			
LABORERS, MATERIAL HANDLING -----	1,654	5.03	5.68	3.50- 6.29	-	3	4	9	72	166	71	39	35	25	63	18	65	59	5	30	73	26	230	337	199	-	125			
MANUFACTURING -----	752	5.74	5.93	3.54- 6.20	-	-	-	-	-	-	4	-	-	1	17	-	41	-	-	22	69	26	230	337	5	-	-			
NONMANUFACTURING -----	902	4.44	3.70	2.70- 6.47	-	3	4	9	72	166	67	39	35	24	46	18	24	59	5	8	4	-	-	-	194	-	125			
PUBLIC UTILITIES -----	369	6.45	6.47	6.47- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	40	2	8	-	-	-	-	194	-	125			
ORDER FILLERS -----	491	4.29	3.95	3.09- 5.44	-	-	-	1	25	52	34	16	13	6	42	63	31	26	17	14	10	24	17	84	16	-	-			
MANUFACTURING -----	164	4.10	4.06	3.06- 5.34	-	-	-	-	-	20	21	16	12	4	3	3	15	-	13	12	-	22	17	6	-	-	-			
NONMANUFACTURING -----	327	4.38	3.95	3.60- 6.28	-	-	-	1	25	32	13	-	1	2	39	60	16	26	4	2	10	2	-	78	16	-	-			
RETAIL TRADE -----	308	4.40	3.95	3.60- 6.28	-	-	-	1	25	32	13	-	1	-	36	60	16	12	4	2	10	2	-	78	16	-	-			
PACKERS, SHIPPING -----	779	3.99	3.65	3.24- 4.31	-	-	-	-	41	64	50	19	54	30	276	11	23	38	10	7	5	7	16	125	-	3	-			
MANUFACTURING -----	599	4.34	3.65	3.65- 5.25	-	-	-	-	-	-	14	4	48	15	273	11	23	38	10	7	5	7	16	125	-	3	-			
RECEIVING CLERKS -----	112	4.56	4.25	3.97- 4.90	-	-	-	-	-	3	1	-	1	1	16	10	20	10	7	9	7	4	7	7	9	-	-			
MANUFACTURING -----	67	4.75	4.46	4.01- 5.64	-	-	-	-	-	-	-	-	-	-	12	4	12	5	4	6	3	4	4	4	9	-	-			
SHIPPING CLERKS -----	109	5.52	5.97	4.46- 6.26	-	-	-	-	-	-	-	-	-	-	8	5	9	5	1	1	5	4	19	31	20	-	1			
MANUFACTURING -----	109	5.52	5.97	4.46- 6.26	-	-	-	-	-	-	-	-	-	-	8	5	9	5	1	1	5	4	19	31	20	-	1			
TRUCKDRIVERS -----	546	6.57	6.98	6.55- 7.05	-	-	2	1	6	5	2	1	1	2	2	-	2	5	6	3	8	10	16	24	171	165	114			
MANUFACTURING -----	148	6.33	6.69	6.35- 6.70	-	-	-	-	-	-	-	-	-	-	2	-	-	4	6	2	6	5	1	20	45	14	3			
NONMANUFACTURING -----	398	6.65	7.02	6.55- 7.21	-	-	2	1	6	5	2	1	1	2	-	-	2	1	-	1	2	5	15	4	86	151	111			
RETAIL TRADE -----	160	6.54	6.55	6.55- 7.05	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	4	14	1	86	51	-			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	168	6.33	7.02	7.02- 7.02	-	-	2	1	6	5	2	1	1	-	-	-	2	5	-	1	4	3	1	2	-	132	-			
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	77	6.34	6.69	6.69- 6.69	-	-	-	-	-	-	-	-	-	2	2	-	-	-	6	2	1	-	-	1	48	15	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	212	6.85	6.70	6.55- 7.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	113	14	61			
TRUCKERS, POWER (FORKLIFT) -----	832	5.66	6.27	4.93- 6.35	-	-	-	-	-	-	-	7	7	4	3	-	82	62	-	16	70	60	19	475	25	2	-			
MANUFACTURING -----	777	5.74	6.27	5.17- 6.35	-	-	-	-	-	-	-	-	-	-	-	-	76	54	-	16	68	60	19	457	25	2	-			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	154	5.71	6.18	4.67- 6.35	-	-	-	-	-	-	-	-	-	-	-	-	1	11	-	35	-	7	17	58	25	-	-			
MANUFACTURING -----	64	5.86	6.06	5.70- 6.29	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	6	-	7	17	32	1	-	-			
WAREHOUSEMEN -----	420	4.32	4.01	4.01- 4.67	-	-	-	-	-	-	7	7	12	8	18	16	214	20	10	19	47	2	12	25	-	-	-			
MANUFACTURING -----	333	4.23	4.01	4.01- 4.26	-	-	-	-	-	-	-	1	3	-	13	13	212	19	10	16	42	-	-	4	-	-	-			
NONMANUFACTURING -----	87	4.68	4.63	3.38- 6.20	-	-	-	-	-	-	7	6	9	8	5	3	2	1	-	3	5	2	12	24	-	-	-			

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Indianapolis, Ind., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	119	4.81	GUARDS AND WATCHMEN--CONTINUED			TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	119	4.81				TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	797	5.94
CARPENTERS, MAINTENANCE -----	152	6.84	GUARDS:	472	5.29	MANUFACTURING -----	123	5.32
MANUFACTURING -----	121	6.99	MANUFACTURING -----			NONMANUFACTURING -----	674	6.06
ELECTRICIANS, MAINTENANCE -----	758	6.89	WATCHMEN:	96	3.26	PUBLIC UTILITIES -----	266	6.84
MANUFACTURING -----	666	6.96	MANUFACTURING -----			RETAIL TRADE -----	52	4.94
ENGINEERS, STATIONARY -----	318	5.95	JANITORS, PORTERS, AND CLEANERS ---	2,345	3.64	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,279	6.70
MANUFACTURING -----	215	6.63	MANUFACTURING -----	983	4.62	MANUFACTURING -----	97	6.02
HELPERS, MAINTENANCE TRADES -----	146	4.82	NONMANUFACTURING -----	1,362	2.93	NONMANUFACTURING -----	1,182	6.75
MANUFACTURING -----	129	4.78	PUBLIC UTILITIES -----	141	4.53	PUBLIC UTILITIES -----	857	7.15
MACHINE-TOOL OPERATORS, TOOLROOM --	750	7.08	RETAIL TRADE -----	270	2.90			
MANUFACTURING -----	750	7.08	LABORERS, MATERIAL HANDLING -----	2,320	5.32	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	473	5.96
MACHINISTS, MAINTENANCE -----	320	6.21	MANUFACTURING -----	1,156	4.99	NONMANUFACTURING: -----		
MANUFACTURING -----	309	6.20	NONMANUFACTURING -----	1,164	5.65	PUBLIC UTILITIES -----	109	7.21
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	651	6.62	PUBLIC UTILITIES -----	726	6.72			
MANUFACTURING -----	135	6.28	RETAIL TRADE -----	221	3.57	TRUCKERS, POWER (FORKLIFT) -----	1,595	5.18
NONMANUFACTURING -----	516	6.71	ORDER FILLEES -----	1,051	4.62	MANUFACTURING -----	1,312	5.19
PUBLIC UTILITIES -----	466	6.77	MANUFACTURING -----	175	4.16	NONMANUFACTURING -----	283	5.18
MECHANICS, MAINTENANCE -----	961	6.65	NONMANUFACTURING -----	876	4.71	RETAIL TRADE -----	76	4.54
MANUFACTURING -----	955	6.64	PACKERS, SHIPPING -----	332	4.74			
MILLWRIGHTS -----	460	7.21	MANUFACTURING -----	768	4.57	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	220	5.22
MANUFACTURING -----	446	7.25	MANUFACTURING -----	678	4.73	MANUFACTURING -----	94	5.42
PAINTERS, MAINTENANCE -----	99	6.54	NONMANUFACTURING -----	90	3.38	WAREHOUSEMEN -----	764	5.25
MANUFACTURING -----	87	6.62	RECEIVING CLERKS -----	245	4.50	MANUFACTURING -----	325	4.19
PIREFITTERS, MAINTENANCE -----	312	7.00	MANUFACTURING -----	143	4.47	NONMANUFACTURING -----	439	6.03
MANUFACTURING -----	304	7.04	NONMANUFACTURING -----	102	4.55	RETAIL TRADE -----	120	4.52
SHEET-METAL WORKERS, MAINTENANCE --	112	7.33	SHIPPING CLERKS -----	147	5.02	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	112	7.33	MANUFACTURING -----	112	5.41	GUARDS AND WATCHMEN -----	66	2.71
TOOL AND DIE MAKERS -----	937	7.05	SHIPPING AND RECEIVING CLERKS -----	138	4.49	JANITORS, PORTERS, AND CLEANERS ---	664	2.93
MANUFACTURING -----	937	7.05	MANUFACTURING -----	85	4.43	MANUFACTURING -----	213	3.73
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			NONMANUFACTURING -----	53	4.58	NONMANUFACTURING -----	671	2.67
GUARDS AND WATCHMEN -----	1,668	3.27	TRUCKDRIVERS -----	2,959	6.17	PUBLIC UTILITIES -----	43	3.60
MANUFACTURING -----	568	4.95	MANUFACTURING -----	492	5.93	RETAIL TRADE -----	50	2.61
NONMANUFACTURING -----	1,100	2.41	NONMANUFACTURING -----	2,467	6.22	LABORERS, MATERIAL HANDLING: -----		
			PUBLIC UTILITIES -----	1,335	7.07	MANUFACTURING -----	66	4.85
			RETAIL TRADE -----	256	5.82	ORDER FILLEES -----	646	3.32
			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	342	5.11	NONMANUFACTURING -----	401	3.34
			MANUFACTURING -----	59	4.52	PACKERS, SHIPPING -----	730	3.68
			NONMANUFACTURING -----	283	5.23	MANUFACTURING -----	520	4.01

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Indianapolis, Ind., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
		\$			\$
CARPENTERS, MAINTENANCE -----	123	6.95	LABORERS, MATERIAL HANDLING -----	1,235	5.62
MANUFACTURING -----	107	7.04	MANUFACTURING -----	721	5.74
			NONMANUFACTURING -----	514	5.60
ELECTRICIANS, MAINTENANCE -----	678	7.00	PUBLIC UTILITIES -----	367	6.45
MANUFACTURING -----	599	7.07	RETAIL TRADE -----	147	3.46
ENGINEERS, STATIONARY -----	198	6.77	ORDER FILLERS -----	331	4.82
MANUFACTURING -----	194	6.79	MANUFACTURING -----	110	4.44
HELPERS, MAINTENANCE TRADES -----	73	4.98	PACKERS, SHIPPING -----	294	4.89
MANUFACTURING -----	68	5.04	MANUFACTURING -----	293	4.90
MACHINE-TOOL OPERATORS, TOOLROOM --	664	7.35	RECEIVING CLERKS -----	87	4.75
MANUFACTURING -----	664	7.35	MANUFACTURING -----	57	4.89
MACHINISTS, MAINTENANCE -----	216	6.58	TRUCKDRIVERS -----	537	6.58
MANUFACTURING -----	205	6.59	MANUFACTURING -----	148	6.33
			NONMANUFACTURING -----	389	6.68
MECHANICS, AUTOMOTIVE -----			RETAIL TRADE -----	160	6.54
(MAINTENANCE) -----	280	6.84			
MANUFACTURING -----	79	7.01	TRUCKDRIVERS, LIGHT (UNDER		
NONMANUFACTURING -----	201	6.77	1-1/2 TONS) -----	159	6.38
PUBLIC UTILITIES -----	175	6.80			
			TRUCKDRIVERS, MEDIUM (1-1/2 TO		
MECHANICS, MAINTENANCE -----	662	6.99	AND INCLUDING 4 TONS) -----	77	6.34
MANUFACTURING -----	656	6.98			
			TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
MILLWRIGHTS -----	460	7.21	TRAILER TYPE) -----	212	6.85
MANUFACTURING -----	446	7.25			
			TRUCKERS, POWER (FORKLIFT) -----	818	5.69
PAINTERS, MAINTENANCE -----	95	6.54	MANUFACTURING -----	764	5.76
MANUFACTURING -----	83	6.62			
			TRUCKERS, POWER (OTHER THAN		
PIPEFITTERS, MAINTENANCE -----	312	7.00	FORKLIFT) -----	154	5.71
MANUFACTURING -----	304	7.04	MANUFACTURING -----	64	5.86
SHEET-METAL WORKERS, MAINTENANCE --	112	7.33	WAREHOUSEMEN -----	297	4.46
MANUFACTURING -----	112	7.33	MANUFACTURING -----	211	4.36
			NONMANUFACTURING -----	86	4.70
TOOL AND DIE MAKERS -----	781	7.30			
MANUFACTURING -----	781	7.30	CUSTODIAL AND MATERIAL MOVEMENT		
			OCCUPATIONS - WOMEN		
GUARDS AND WATCHMEN -----	1,055	3.72			
MANUFACTURING -----	428	5.51	JANITORS, PORTERS, AND CLEANERS --	270	3.63
			MANUFACTURING -----	168	3.93
GUARDS: -----			NONMANUFACTURING -----	102	3.14
MANUFACTURING -----	406	5.60	PUBLIC UTILITIES -----	41	3.52
JANITORS, PORTERS, AND CLEANERS --	945	4.57	ORDER FILLERS -----	160	3.19
MANUFACTURING -----	593	5.20			
NONMANUFACTURING -----	352	3.50	PACKERS, SHIPPING -----	485	3.44
PUBLIC UTILITIES -----	87	4.51			
RETAIL TRADE -----	123	3.30			

NOTE: Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Indianapolis, Ind., for selected periods

Industry and occupational group	October 1972 to October 1973	October 1973 to October 1974	October 1974 to October 1975
All industries:			
Office clerical (men and women).....	6.3	8.6	8.4
Electronic data processing (men and women).....	*	7.6	7.6
Industrial nurses (men and women).....	7.9	10.4	9.2
Skilled maintenance trades (men).....	7.3	9.5	8.7
Unskilled plant workers (men).....	6.4	10.4	9.6
Manufacturing:			
Office clerical (men and women).....	6.8	8.9	8.5
Electronic data processing (men and women).....	*	6.7	9.4
Industrial nurses (men and women).....	8.0	10.6	9.2
Skilled maintenance trades (men).....	7.2	9.6	9.1
Unskilled plant workers (men).....	7.1	10.4	10.1
Nonmanufacturing:			
Office clerical (men and women).....	6.1	8.4	8.4
Electronic data processing (men and women).....	*	8.4	6.5
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	5.0	10.4	9.0

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Indianapolis, Ind., October 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists						Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40	37½		All schedules	40	All schedules	40	37½
ESTABLISHMENTS STUDIED -----	216	83	xxx	133	xxx	xxx	216	83	xxx	133	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	67	30	28	37	21	10	104	46	44	58	39	13
\$77.50 AND UNDER \$80.00 -----	1	-	-	1	-	1	1	-	-	1	-	1
\$80.00 AND UNDER \$82.50 -----	1	-	-	1	-	1	1	-	-	1	-	1
\$82.50 AND UNDER \$85.00 -----	3	-	-	3	3	-	9	1	1	8	7	1
\$85.00 AND UNDER \$87.50 -----	2	-	-	2	-	1	6	1	1	5	1	2
\$87.50 AND UNDER \$90.00 -----	2	-	-	2	2	-	3	-	-	3	3	-
\$90.00 AND UNDER \$92.50 -----	6	1	1	5	1	2	9	3	3	6	3	1
\$92.50 AND UNDER \$95.00 -----	2	1	1	1	-	-	4	-	-	4	1	1
\$95.00 AND UNDER \$97.50 -----	4	2	2	2	1	1	4	2	2	2	1	1
\$97.50 AND UNDER \$100.00 -----	2	1	1	1	-	1	3	1	1	2	1	1
\$100.00 AND UNDER \$105.00 -----	11	5	4	6	3	1	17	10	9	7	6	1
\$105.00 AND UNDER \$110.00 -----	3	2	2	1	1	-	4	2	2	2	2	-
\$110.00 AND UNDER \$115.00 -----	3	1	1	2	1	1	9	6	6	3	2	1
\$115.00 AND UNDER \$120.00 -----	3	3	3	-	-	-	4	3	3	1	1	-
\$120.00 AND UNDER \$125.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$125.00 AND UNDER \$130.00 -----	3	1	1	2	2	-	4	2	2	2	2	-
\$130.00 AND UNDER \$135.00 -----	2	1	1	1	1	-	3	2	2	1	1	-
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$140.00 AND UNDER \$145.00 -----	1	1	1	-	-	-	3	1	1	2	1	1
\$145.00 AND UNDER \$150.00 -----	2	-	-	2	1	1	3	-	-	3	2	1
\$150.00 AND UNDER \$155.00 -----	4	3	2	1	1	-	4	4	3	-	-	-
\$155.00 AND UNDER \$160.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$160.00 AND UNDER \$165.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$165.00 AND UNDER \$170.00 -----	2	2	2	-	-	-	2	2	2	-	-	-
\$170.00 AND UNDER \$175.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$175.00 AND UNDER \$180.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$180.00 AND UNDER \$185.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$185.00 AND UNDER \$190.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$190.00 AND UNDER \$195.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$195.00 AND UNDER \$200.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$200.00 AND UNDER \$205.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$205.00 AND UNDER \$210.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$210.00 AND UNDER \$215.00 -----	2	2	2	-	-	-	2	2	2	-	-	-
\$215.00 AND UNDER \$220.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$220.00 AND UNDER \$225.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$225.00 AND UNDER \$230.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$230.00 AND UNDER \$235.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$235.00 AND UNDER \$240.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$240.00 AND UNDER \$245.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$245.00 AND UNDER \$250.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	21	10	xxx	11	xxx	xxx	36	12	xxx	24	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	128	43	xxx	85	xxx	xxx	76	25	xxx	51	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Indianapolis, Ind., October 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	92.7	82.6	22.8	5.2
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	.4	-	(8)	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	92.3	82.6	22.7	5.2
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	40.2	31.7	8.0	2.0
UNIFORM PERCENTAGE DIFFERENTIAL -----	52.1	49.0	14.7	2.8
OTHER DIFFERENTIAL -----	-	1.9	-	.4
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	14.2	18.9	14.3	19.4
UNIFORM PERCENTAGE DIFFERENTIAL -----	7.1	9.8	6.6	9.6
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
6 CENTS -----	.5	.5	.2	.1
7 CENTS -----	.3	-	(8)	-
9 AND UNDER 10 CENTS -----	1.5	1.0	.4	.1
10 CENTS -----	13.0	1.2	2.3	-
11 CENTS -----	-	.3	-	-
12 CENTS -----	4.3	.6	.7	.1
13 CENTS -----	.8	-	.2	-
14 CENTS -----	.5	1.1	.1	-
15 CENTS -----	8.0	11.0	1.4	.3
16 CENTS -----	1.1	2.3	.2	.2
18 CENTS -----	1.7	.6	.3	.1
20 CENTS -----	7.0	4.2	1.6	.3
23 CENTS -----	-	.5	-	.1
24 CENTS -----	1.1	-	.4	-
25 CENTS -----	.4	4.0	-	.3
30 CENTS -----	-	3.4	-	.3
36 CENTS -----	-	1.1	-	-
UNIFORM PERCENTAGE:				
3 PERCENT -----	1.5	-	.5	-
5 PERCENT -----	23.4	-	7.9	-
6 PERCENT -----	3.9	3.9	1.0	.3
7 AND UNDER 9 PERCENT -----	2.0	.5	.5	(8)
9 PERCENT -----	3.8	3.8	.4	.2
10 PERCENT -----	16.7	38.8	4.3	2.3
15 PERCENT -----	.9	1.2	-	.1
20 PERCENT -----	-	.9	-	-
OTHER DIFFERENTIAL -----	-	1.9	-	.4

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Indianapolis, Ind., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
20 HOURS-5 DAYS -----	(9)	-	1	-	-	-	-	-	-	-
24 HOURS-6 DAYS -----	(9)	-	1	-	2	-	-	-	-	-
30 HOURS-5 DAYS -----	1	-	3	-	2	-	-	-	-	-
35 HOURS-5 DAYS -----	3	3	3	-	4	-	-	-	-	-
36 HOURS-5 DAYS -----	1	1	-	-	-	1	1	-	-	-
36 1/3 HOURS-5 DAYS -----	2	(9)	4	-	8	3	-	4	-	-
37 1/2 HOURS-5 DAYS -----	2	3	2	-	4	16	2	24	2	8
38 HOURS-5 DAYS -----	(9)	-	(9)	-	(9)	(9)	-	(9)	-	(9)
38 1/3 HOURS-5 DAYS -----	-	-	-	-	-	1	-	2	-	-
38 4/10 HOURS-5 DAYS -----	-	-	-	-	-	4	-	6	-	-
38 3/4 HOURS-5 DAYS -----	-	-	-	-	-	3	1	4	-	-
38 8/10 HOURS-5 DAYS -----	-	-	-	-	-	2	-	3	-	-
39 1/2 HOURS-5 DAYS -----	-	-	-	-	-	1	-	1	-	-
40 HOURS-5 DAYS -----	84	89	77	100	72	70	96	54	98	91
42 HOURS -----	1	-	1	-	3	-	-	-	-	-
5 DAYS -----	(9)	-	(9)	-	1	-	-	-	-	-
6 DAYS -----	(9)	-	1	-	2	-	-	-	-	-
42 1/2 HOURS-5 DAYS -----	(9)	-	1	-	-	-	-	-	-	-
42 3/4 HOURS-5 DAYS -----	(9)	1	-	-	-	-	-	-	-	-
44 HOURS-5 DAYS -----	1	1	-	-	-	-	-	-	-	-
45 HOURS -----	2	2	1	-	2	(9)	(9)	(9)	-	(9)
5 DAYS -----	(9)	(9)	1	-	2	(9)	(9)	(9)	-	(9)
5 1/2 DAYS -----	1	2	-	-	-	-	-	-	-	-
6 DAYS -----	(9)	-	1	-	-	-	-	-	-	-
46 HOURS-6 DAYS -----	(9)	-	1	-	-	-	-	-	-	-
48 HOURS-6 DAYS -----	1	-	3	-	-	(9)	-	(9)	-	-
50 HOURS-5 DAYS -----	(9)	1	-	-	-	-	-	-	-	-
55 HOURS-6 DAYS -----	1	-	1	-	3	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS										
ALL WEEKLY WDRK SCHEDULES -----	39.9	40.0	39.7	40.0	39.4	39.4	39.9	39.0	40.0	39.8

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Indianapolis, Ind., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	4	-	10	-	10	(9)	-	(9)	-	(9)
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	96	100	90	100	90	99	100	99	100	99
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	9.6	10.8	7.6	9.3	6.9	9.4	11.6	8.0	9.7	7.0
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰										
1 HOLIDAY -----	1	-	1	-	1	-	-	-	-	-
2 HOLIDAYS -----	1	-	1	-	3	(9)	-	(9)	-	(9)
3 HOLIDAYS -----	(9)	-	1	-	-	1	-	2	-	-
5 HOLIDAYS -----	1	-	2	5	-	(9)	-	(9)	-	-
6 HOLIDAYS -----	14	5	27	2	43	9	3	13	1	51
PLUS 1 HALF DAY -----	(9)	-	(9)	-	-	11	-	17	-	-
PLUS 2 HALF DAYS -----	(9)	(9)	1	-	1	(9)	1	(9)	-	1
PLUS 3 HALF DAYS -----	-	-	-	-	-	5	(9)	7	-	-
PLUS 5 HALF DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
7 HOLIDAYS -----	5	2	11	-	14	4	(9)	6	3	14
PLUS 1 HALF DAY -----	1	-	1	-	-	3	-	6	-	-
PLUS 2 HALF DAYS -----	1	(9)	1	-	-	1	(9)	2	-	-
8 HOLIDAYS -----	5	3	9	6	8	3	3	3	4	3
PLUS 1 HALF DAY -----	1	-	2	-	5	2	(9)	3	-	21
PLUS 2 HALF DAYS -----	(9)	1	-	-	-	2	1	3	-	-
9 HOLIDAYS -----	13	12	15	34	9	10	7	11	23	4
PLUS 1 HALF DAY -----	-	-	-	-	-	1	-	2	-	-
10 HOLIDAYS -----	29	39	15	50	6	22	34	15	57	5
PLUS 2 HALF DAYS -----	1	2	1	2	-	1	1	(9)	2	-
11 HOLIDAYS -----	4	5	1	2	-	8	7	8	10	-
12 HOLIDAYS -----	1	1	1	-	-	(9)	(9)	(9)	-	-
13 HOLIDAYS -----	2	4	-	-	-	1	2	-	-	-
14 HOLIDAYS -----	15	26	-	-	-	10	26	-	-	-
15 HOLIDAYS -----	-	-	-	-	-	6	15	-	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹										
1 DAY OR MORE -----	96	100	90	100	90	99	100	99	100	99
3 DAYS OR MORE -----	95	100	87	100	86	99	100	99	100	99
6 DAYS OR MORE -----	94	100	84	95	86	98	100	97	100	99
6 1/2 DAYS OR MORE -----	80	95	58	94	43	90	97	85	99	48
7 DAYS OR MORE -----	80	95	58	94	43	79	97	67	99	48
7 1/2 DAYS OR MORE -----	74	92	46	94	28	75	96	61	96	33
8 DAYS OR MORE -----	73	92	45	94	28	67	96	48	96	33
8 1/2 DAYS OR MORE -----	67	89	35	88	20	62	92	43	92	30
9 DAYS OR MORE -----	66	89	32	88	15	60	92	40	92	9
9 1/2 DAYS OR MORE -----	53	77	17	54	6	48	84	25	69	5
10 DAYS OR MORE -----	53	77	17	54	6	47	84	24	69	5
11 DAYS OR MORE -----	24	38	3	4	-	25	50	9	12	-
12 DAYS OR MORE -----	19	31	1	-	-	17	43	(9)	-	-
13 DAYS OR MORE -----	18	30	-	-	-	16	42	-	-	-
14 DAYS OR MORE -----	15	26	-	-	-	16	40	-	-	-
15 DAYS -----	-	-	-	-	-	6	15	-	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Indianapolis, Ind., October 1975

Item ¹⁰	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
<u>Percent of workers</u>										
All full-time workers.....	100	100	100	100	100	100	100	100	100	100
New Year's Day.....	95	100	88	100	89	99	100	99	100	99
Washington's Birthday.....	7	4	12	37	8	9	5	12	16	5
Good Friday.....	57	79	23	62	8	38	65	21	82	5
Good Friday, half day.....	2	2	1	-	-	22	1	35	-	-
Memorial Day.....	94	100	85	95	86	98	100	97	100	99
Fourth of July.....	94	100	85	100	86	98	100	97	100	99
Primary Election Day, half day.....	-	-	-	-	-	3	-	4	-	-
Labor Day.....	94	100	86	100	86	98	100	97	100	99
Veterans Day.....	4	2	6	22	2	3	1	4	23	-
Election Day.....	1	1	-	-	-	4	(⁹)	6	-	-
Election Day, half day.....	-	-	-	-	-	3	-	4	-	-
Thanksgiving Day.....	95	100	87	100	86	99	100	99	100	99
Day after Thanksgiving.....	58	81	22	71	6	60	90	42	73	5
Christmas Eve.....	56	81	18	55	1	45	85	19	69	3
Christmas Eve, half day.....	4	3	6	2	6	9	3	13	2	22
Christmas Day.....	96	100	89	100	89	97	99	96	100	97
Christmas-New Year's holiday period ¹²	13	22	-	-	-	6	15	-	-	-
Extra day during Christmas week.....	8	11	2	-	5	8	5	9	-	21
3 extra days during Christmas week.....	5	8	-	-	-	11	28	-	-	-
New Year's Eve.....	29	47	3	8	-	25	54	6	11	-
New Year's Eve, half day.....	1	1	1	2	1	3	2	4	2	1
Floating holiday, 1 day ¹³	18	20	15	16	19	26	38	19	14	13
Floating holiday, 2 days ¹³	5	6	3	1	5	13	27	5	11	3
Employee's birthday.....	13	2	28	60	16	16	1	25	57	28

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Indianapolis, Ind., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	1	-	3	-	3	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	97	100	97	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	87	83	94	94	94	99	99	99	99	100
PERCENTAGE PAYMENT -----	12	17	3	6	3	(9)	1	(9)	(9)	-
AMOUNT OF PAID VACATION AFTER: ¹⁴										
6 MONTHS OF SERVICE:										
UNDER 1 WEEK -----	7	7	5	6	7	4	3	5	(9)	21
1 WEEK -----	32	42	17	19	13	43	43	43	36	31
OVER 1 AND UNDER 2 WEEKS -----	1	1	2	-	-	8	3	11	-	-
2 WEEKS -----	3	5	(9)	-	-	14	35	(9)	-	-
1 YEAR OF SERVICE:										
UNDER 1 WEEK -----	(9)	-	1	-	2	-	-	-	-	-
1 WEEK -----	52	45	63	61	71	20	11	26	34	71
OVER 1 AND UNDER 2 WEEKS -----	3	2	5	17	(9)	1	-	2	5	-
2 WEEKS -----	42	52	27	22	24	79	88	72	62	29
OVER 2 AND UNDER 3 WEEKS -----	1	1	2	-	-	(9)	(9)	-	-	-
2 YEARS OF SERVICE:										
UNDER 1 WEEK -----	(9)	-	1	-	2	-	-	-	-	-
1 WEEK -----	23	31	12	13	7	5	6	5	2	3
OVER 1 AND UNDER 2 WEEKS -----	7	10	1	5	(9)	(9)	(9)	(9)	(9)	-
2 WEEKS -----	65	58	70	70	83	44	92	95	93	97
OVER 2 AND UNDER 3 WEEKS -----	3	1	5	11	-	1	(9)	1	4	-
3 WEEKS -----	1	-	3	-	6	1	1	-	-	-
3 YEARS OF SERVICE:										
1 WEEK -----	3	4	3	6	-	2	1	2	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	7	11	1	-	2	(9)	(9)	(9)	-	-
2 WEEKS -----	68	57	85	77	90	90	80	96	95	100
OVER 2 AND UNDER 3 WEEKS -----	19	28	6	17	(9)	7	17	1	5	-
3 WEEKS -----	1	-	3	-	6	1	2	-	-	-
4 YEARS OF SERVICE:										
1 WEEK -----	2	2	3	6	-	2	1	2	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	4	6	1	-	2	(9)	(9)	(9)	-	-
2 WEEKS -----	71	62	85	77	90	69	80	95	95	100
OVER 2 AND UNDER 3 WEEKS -----	20	30	6	17	(9)	8	17	2	5	-
3 WEEKS -----	1	-	3	-	6	1	2	-	-	-
5 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	6	-	1	-	2	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	2	-	-	-	-	-
2 WEEKS -----	61	52	74	77	77	74	64	80	95	75
OVER 2 AND UNDER 3 WEEKS -----	9	12	6	17	(9)	3	3	3	5	-
3 WEEKS -----	27	36	14	-	18	22	33	15	-	25
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Indianapolis, Ind., October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED										
10 YEARS OF SERVICE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	1	6	-	(9)	-	(9)	(9)	-
2 WEEKS -----	13	9	13	2	21	10	4	14	2	30
OVER 2 AND UNDER 3 WEEKS -----	2	2	3	-	2	-	-	-	-	-
3 WEEKS -----	60	57	65	76	69	77	68	83	93	70
OVER 3 AND UNDER 4 WEEKS -----	19	28	4	17	-	7	17	1	5	-
4 WEEKS -----	4	3	5	-	6	5	11	1	-	-
12 YEARS OF SERVICE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	1	6	-	(9)	-	(9)	(9)	-
2 WEEKS -----	9	6	13	-	14	7	3	9	2	7
OVER 2 AND UNDER 3 WEEKS -----	2	2	2	-	2	-	-	-	-	-
3 WEEKS -----	63	60	65	77	76	79	68	85	93	93
OVER 3 AND UNDER 4 WEEKS -----	18	27	4	17	(9)	7	17	1	5	-
4 WEEKS -----	5	3	8	-	6	6	12	3	-	-
OVER 4 AND UNDER 5 WEEKS -----	1	1	-	-	-	-	-	-	-	-
15 YEARS OF SERVICE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
2 WEEKS -----	6	2	12	6	11	5	1	7	2	7
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	2	-	-	-	-	-
3 WEEKS -----	47	45	51	62	53	62	52	69	85	73
OVER 3 AND UNDER 4 WEEKS -----	3	4	2	-	(9)	3	1	5	-	-
4 WEEKS -----	40	48	20	16	31	28	46	17	9	20
OVER 4 AND UNDER 5 WEEKS -----	2	1	4	17	-	(9)	-	1	5	-
20 YEARS OF SERVICE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
2 WEEKS -----	5	2	10	-	11	5	1	7	2	6
OVER 2 AND UNDER 3 WEEKS -----	1	1	2	6	2	(9)	-	(9)	(9)	-
3 WEEKS -----	17	13	23	2	31	11	4	16	3	32
OVER 3 AND UNDER 4 WEEKS -----	1	-	2	-	-	-	-	-	-	-
4 WEEKS -----	49	53	44	62	41	72	74	71	83	58
OVER 4 AND UNDER 5 WEEKS -----	2	3	(9)	-	(9)	(9)	(9)	-	-	-
5 WEEKS -----	21	28	11	12	12	10	20	3	7	4
OVER 5 AND UNDER 6 WEEKS -----	1	-	4	17	-	(9)	-	1	5	-
6 WEEKS -----	1	1	-	-	-	-	-	-	-	-
25 YEARS OF SERVICE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
2 WEEKS -----	5	2	10	-	11	5	1	7	2	6
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	2	-	-	-	-	-
3 WEEKS -----	14	10	20	8	25	8	3	10	4	13
OVER 3 AND UNDER 4 WEEKS -----	1	-	2	-	-	-	-	-	-	-
4 WEEKS -----	36	37	35	8	43	63	59	65	21	73
OVER 4 AND UNDER 5 WEEKS -----	2	3	(9)	-	(9)	1	(9)	2	-	-
5 WEEKS -----	37	45	25	67	16	22	35	13	69	8
OVER 5 AND UNDER 6 WEEKS -----	2	(9)	4	17	-	(9)	-	1	5	-
6 WEEKS -----	1	2	(9)	-	-	(9)	1	(9)	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Indianapolis, Ind., October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED										
30 YEARS OF SERVICE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
2 WEEKS -----	5	2	10	-	11	5	1	7	2	6
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	2	-	-	-	-	-
3 WEEKS -----	14	10	20	8	25	8	3	10	4	13
OVER 3 AND UNDER 4 WEEKS -----	1	-	2	-	-	-	-	-	-	-
4 WEEKS -----	35	35	34	5	43	41	58	63	12	70
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	-	(9)	1	-	2	-	-
5 WEEKS -----	36	43	25	70	16	21	32	15	78	8
OVER 5 AND UNDER 6 WEEKS -----	2	1	4	17	-	1	(9)	1	5	-
6 WEEKS -----	3	5	(9)	-	-	2	4	1	-	3
MAXIMUM VACATION AVAILABLE:										
1 WEEK -----	-	-	-	-	-	1	-	2	-	-
2 WEEKS -----	5	2	10	-	11	5	1	7	2	6
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	2	-	-	-	-	-
3 WEEKS -----	14	10	20	8	25	8	3	10	4	13
OVER 3 AND UNDER 4 WEEKS -----	1	-	2	-	-	-	-	-	-	-
4 WEEKS -----	34	35	32	5	38	40	58	60	12	54
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	-	(9)	1	-	2	-	-
5 WEEKS -----	36	43	25	70	16	21	32	15	78	8
OVER 5 AND UNDER 6 WEEKS -----	2	1	4	17	-	1	(9)	1	5	-
6 WEEKS -----	4	5	3	-	5	3	4	3	-	19

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Indianapolis, Ind., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	97	100	94	100	93	99	100	98	100	99
LIFE INSURANCE -----	96	99	91	100	90	98	99	97	100	99
NONCONTRIBUTORY PLANS -----	79	87	68	87	70	81	87	78	88	79
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	83	85	79	79	85	81	86	78	89	91
NONCONTRIBUTORY PLANS -----	66	76	50	76	46	67	77	60	86	44
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OF BOTH ¹⁶ -----	90	98	79	68	85	95	96	94	91	91
SICKNESS AND ACCIDENT INSURANCE -----	84	96	67	66	74	74	92	62	74	75
NONCONTRIBUTORY PLANS -----	69	83	48	64	45	60	75	50	72	35
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	19	11	30	30	31	78	78	79	78	55
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	5	4	7	(9)	4	4	2	6	1	4
LONG-TERM DISABILITY INSURANCE -----	29	38	16	16	16	50	58	44	16	12
NONCONTRIBUTORY PLANS -----	25	33	12	15	11	41	48	36	15	6
HOSPITALIZATION INSURANCE -----	96	100	90	95	91	98	100	97	100	99
NONCONTRIBUTORY PLANS -----	72	85	54	93	37	65	89	50	98	37
SURGICAL INSURANCE -----	96	100	90	95	91	98	99	97	100	99
NONCONTRIBUTORY PLANS -----	72	85	54	93	37	65	88	50	98	37
MEDICAL INSURANCE -----	95	99	90	95	91	98	99	97	100	99
NONCONTRIBUTORY PLANS -----	72	84	54	93	37	65	89	50	98	37
MAJOR MEDICAL INSURANCE -----	77	72	83	88	86	95	97	94	99	96
NONCONTRIBUTORY PLANS -----	52	55	47	86	34	60	72	53	97	36
DENTAL INSURANCE -----	27	36	14	39	9	29	54	13	13	23
NONCONTRIBUTORY PLANS -----	26	35	13	39	6	26	54	8	13	21
RETIREMENT PENSION -----	84	93	70	75	70	90	97	86	84	89
NONCONTRIBUTORY PLANS -----	74	83	62	71	59	81	85	78	81	80

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.
² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies on approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimate exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermine cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employee contributions,⁴ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermine period of disability (typically 6 months). Payments are made until the end of the disability, maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) state dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Indianapolis, Ind.,¹ October 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	952	216	225,942	100	126,341	44,899	136,177
MANUFACTURING -----	50	297	83	110,956	49	75,622	17,358	77,315
NONMANUFACTURING -----	-	655	133	114,986	51	50,719	27,541	58,862
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	79	21	23,490	10	10,925	4,266	16,743
WHOLESALE TRADE -----	50	126	24	14,841	7	(⁶)	(⁶)	4,521
RETAIL TRADE -----	50	221	41	41,126	18	25,551	3,993	20,569
FINANCE, INSURANCE, AND REAL ESTATE -----	50	115	22	23,599	10	(⁷)	(⁶)	13,030
SERVICES ⁸ -----	50	113	25	12,020	5	(⁶)	(⁶)	3,999
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	72	61	113,520	100	65,420	25,706	110,113
MANUFACTURING -----	500	33	32	71,116	50	46,269	13,338	67,159
NONMANUFACTURING -----	-	34	29	47,474	40	19,151	13,368	42,954
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	7	7	14,279	12	4,145	3,272	14,279
WHOLESALE TRADE -----	500	1	1	6,000	1	(⁶)	(⁶)	600
RETAIL TRADE -----	500	17	12	21,126	14	12,000	2,596	16,678
FINANCE, INSURANCE, AND REAL ESTATE -----	500	8	8	10,796	9	-	(⁶)	10,796
SERVICES ⁸ -----	500	1	1	601	1	(⁶)	(⁶)	601

¹ The Indianapolis Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Boone, Hamilton, Hancock, Hendricks, Johnson, Marion, Morgan, and Shelby Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. Indianapolis' gas utilities and local transit system are municipally operated and are excluded by definition from the scope of the survey.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over one-half of all workers within scope of the survey in the Indianapolis area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry group	Specific industries
Transportation equipment----- 24	Motor vehicles and equipment----- 14
Electrical equipment and supplies----- 20	Aircraft and parts----- 10
Machinery, except electrical----- 12	General industrial machinery----- 8
Chemicals and allied products----- 9	Drugs----- 8
Fabricated metal products----- 8	Communication equipment----- 7
Food and kindred products----- 6	Radio and TV receiving equipment----- 7
Printing and publishing----- 6	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Indianapolis, Ind., October 1975:

	Plant workers	Office workers
All industries-----	66	8
Manufacturing-----	86	2
Nonmanufacturing-----	37	12
Public utilities-----	99	72
Retail trade-----	12	-

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromechanical typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE--Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- a. Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- b. Establishes, maintains, and revises the supervisor's files;
- c. Maintains the supervisor's calendar and makes appointments as instructed;
- d. Relays messages from supervisor to subordinates;
- e. Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- f. Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY--Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- e. Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

1. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
3. Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

1. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
3. Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
4. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
5. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

1. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
2. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

1. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
2. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and secretory tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required programs (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and produced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or change and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usual of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and analysis of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, and steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building work and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, sills, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working on standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct length with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet metal maintenance work from blueprints, models, or other specifications; setting up and operating available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloy; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerance; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment who duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition, filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers in the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

check in order to verify content; selection of appropriate type and size of container; inserting closures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' homes or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

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Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
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Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennewick-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
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Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
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Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
ron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
any-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63 \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
uquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
entown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
heim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
anta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
stin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
timore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
aumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
lings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
ghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
irmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
ston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News- Hampton, Va.-N.C., May 1975	1850-30, 65 cents
ifalo, N.Y., Oct. 1974	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
ton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
arleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
arlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
attanooga, Tenn.-Ga., Sept. 1974	Suppl. Free	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
icago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
icianati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
veland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1974	Suppl. Free
umbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
rpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ^{1, 3}	
las-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	Suppl. Free
venport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
yton, Ohio, Dec. 1974 ¹	1850-14, 80 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
yttona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
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rt Lauderdale-Hollywood and West Palm Beach- ca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1974 ¹	1850-16, 75 cents
esno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1974	Suppl. Free
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eenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
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tsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
ianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
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wrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
xington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
s Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
aisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
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lbourn-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
mphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
ami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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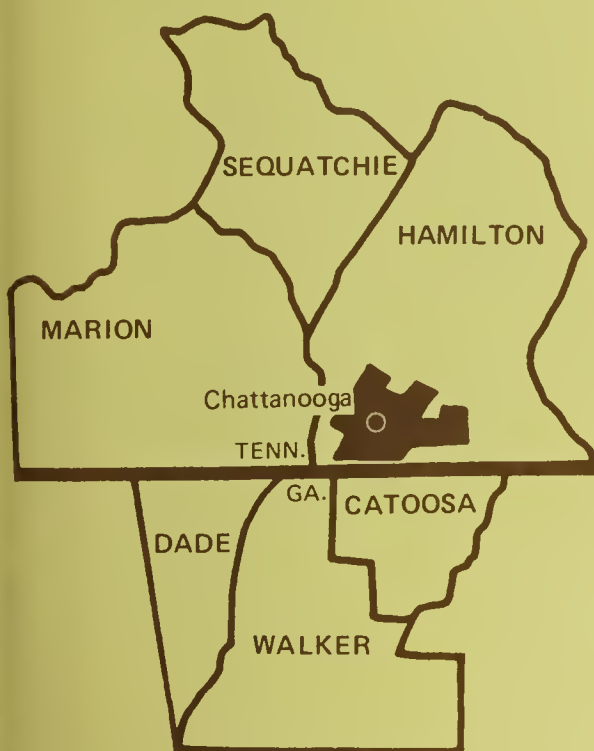


426
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A WAGE SURVEY

Chattanooga, Tennessee—Georgia, Metropolitan Area
September 1975

Bulletin 1850-67



U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a September 1975 survey of occupational earnings and supplementary wage benefits in the Chattanooga, Tennessee-Georgia, Standard Metropolitan Statistical Area (Hamilton, Marion, and Sequatchie Counties, Tenn.; and Catocum, Dade, and Walker Counties, Ga.). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data on individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Chattanooga survey was conducted by the Bureau's regional office in Atlanta, Ga., under the general direction of Donald M. Cruse, Deputy Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Also available for the Chattanooga area are listings of union wage rates for selected building trades. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)



Chattanooga, Tennessee—Georgia, Metropolitan Area, September 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Chattanooga, Tenn.—Ga., September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320			
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320				
ALL WORKERS																													
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	70	39.5	\$ 118.00	\$ 110.00	\$ 100.00-126.50	-	17	9	19	8	3	6	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	55	39.0	109.50	110.00	95.50-115.00	-	17	8	19	8	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A -----	215	39.5	156.00	151.00	136.00-167.00	-	-	6	14	20	31	31	38	31	8	12	5	3	2	5	-	-	2	4	-	3	-	-	-
MANUFACTURING -----	131	39.5	157.00	150.00	136.00-165.50	-	-	3	8	15	18	18	25	15	8	9	-	3	1	-	-	1	4	-	3	-	-	-	-
NONMANUFACTURING -----	84	38.5	154.00	153.00	135.50-167.00	-	-	3	6	5	13	13	13	16	-	3	5	-	1	5	-	1	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS B -----	315	39.5	125.50	121.00	110.00-138.50	8	25	41	62	53	51	33	21	6	5	7	1	2	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	130	39.5	133.00	130.00	121.00-148.50	-	2	17	12	30	27	17	13	3	-	6	1	2	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	185	39.5	120.00	116.00	104.50-133.00	8	23	24	50	23	24	16	8	3	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, FILE, CLASS C -----	81	39.0	99.50	98.00	92.00-107.00	12	34	30	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	77	39.0	99.50	99.00	92.00-107.00	10	33	30	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS, ORDER -----	41	40.0	154.00	145.00	142.00-172.00	-	-	-	-	2	4	22	2	-	1	7	-	3	-	-	-	-	-	-	-	-	-	-	-
CLERKS, PAYROLL -----	96	39.5	150.00	150.50	131.50-163.50	-	1	2	8	-	15	12	17	17	8	2	-	1	2	1	-	1	-	-	-	-	-	-	-
MANUFACTURING -----	52	40.0	160.00	158.50	145.50-169.00	-	1	-	1	2	7	5	10	14	7	-	-	1	2	1	-	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	44	39.0	138.50	135.50	123.00-151.00	-	-	2	7	7	8	7	7	3	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
KEYRUNCH OPERATORS, CLASS A -----	105	39.0	139.00	128.00	118.00-144.00	-	-	-	33	25	14	10	2	6	1	1	-	-	13	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	27	39.5	142.50	135.00	124.00-166.50	-	-	-	4	8	3	2	2	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	78	38.5	138.00	125.50	115.50-140.00	-	-	-	29	17	11	8	-	-	-	-	-	-	13	-	-	-	-	-	-	-	-	-	-
KEYRUNCH OPERATORS, CLASS B -----	260	39.0	119.00	112.50	103.50-131.00	9	33	68	43	39	34	12	10	-	2	4	3	2	-	-	-	1	-	-	-	-	-	-	-
MANUFACTURING -----	122	39.5	127.00	120.50	110.00-134.50	3	7	21	29	20	18	2	10	-	2	4	3	2	-	-	-	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	138	38.5	112.50	108.00	100.00-125.50	6	26	47	14	19	16	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MESSENGERS -----	42	38.5	123.50	105.00	89.50-143.00	17	2	4	3	4	1	1	2	-	-	1	-	2	4	1	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	27	38.0	114.50	89.50	85.50-114.50	16	2	2	-	2	-	-	-	-	-	-	-	-	4	1	-	-	-	-	-	-	-	-	-
SECRETARIES -----	543	38.5	153.00	147.50	130.00-172.50	-	5	20	54	55	70	87	59	46	51	34	7	29	8	2	4	5	2	2	3	1	2	1	-
MANUFACTURING -----	276	39.5	159.50	152.00	138.00-175.50	-	1	1	13	23	33	52	33	30	37	16	5	16	5	2	2	3	1	2	1	-	-	-	-
NONMANUFACTURING -----	267	38.0	146.50	140.00	121.00-161.00	-	4	19	41	32	37	35	26	16	14	18	2	13	3	-	2	2	1	-	2	-	-	-	-
SECRETARIES, CLASS A -----	65	39.5	176.00	178.50	144.00-200.00	-	-	-	2	1	13	4	1	4	9	8	1	17	1	-	2	-	-	-	-	-	-	-	-
MANUFACTURING -----	43	39.5	168.50	175.00	130.00-200.00	-	-	-	-	-	12	2	1	3	7	5	-	13	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES, CLASS B -----	124	38.0	162.00	157.00	139.00-181.50	-	-	7	7	7	13	15	16	9	15	14	4	11	2	-	2	-	-	1	1	-	-	-	-
MANUFACTURING -----	53	39.0	170.50	169.50	144.00-180.50	-	-	-	3	3	7	4	6	4	11	3	4	3	1	-	2	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	71	37.0	156.00	150.00	137.00-181.50	-	-	7	4	4	6	11	10	5	4	11	-	8	1	-	-	-	-	-	-	-	-	-	-
SECRETARIES, CLASS C -----	101	39.5	164.00	160.00	141.00-176.00	-	-	1	10	6	6	17	9	14	17	6	1	-	5	2	-	4	2	1	-	-	-	-	-
MANUFACTURING -----	75	40.0	169.00	162.00	148.00-177.00	-	-	1	1	4	2	17	7	9	17	6	-	4	2	-	-	3	1	1	-	-	-	-	-
NONMANUFACTURING -----	26	39.0	149.00	131.00	118.50-161.00	-	-	-	9	2	4	-	2	5	-	-	1	-	1	-	-	1	1	-	-	-	-	-	-
SECRETARIES, CLASS D -----	253	38.5	138.50	138.00	123.00-152.00	-	5	12	35	41	38	51	33	19	10	6	1	1	-	-	-	1	-	-	-	-	-	-	-
MANUFACTURING -----	105	39.5	143.00	141.50	132.50-152.00	-	1	-	9	16	12	29	19	14	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	148	38.0	135.00	131.50	116.00-148.00	-	4	12	26	25	26	22	14	5	8	4	-	1	-	-	-	1	-	-	-	-	-	-	-
STENOGRAPHERS, GENERAL -----	137	39.0	127.50	118.50	109.50-140.00	9	9	20	31	23	9	15	7	4	2	2	-	-	-	2	-	4	-	-	-	-	-	-	-
MANUFACTURING -----	29	39.5	138.00	141.00	124.00-148.00	-	-	-	5	5	1	14	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	108	39.0	124.50	116.00	104.50-129.00	9	9	20	26	18	8	1	4	4	1	2	-	-	-	2	-	4	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Chattanooga, Tenn.—Ga., September 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard) ²			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300								
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320								
ALL WORKERS-- CONTINUED																																	
STENOGRAPHERS, SENIOR -----	106	38.0	\$ 143.50	\$ 132.00	\$ 119.00-\$ 163.00	-	7	4	23	13	14	10	6	4	8	4	6	1	2	2	-												
MANUFACTURING -----	44	39.5	161.00	159.50	129.50-182.00	-	-	-	4	7	5	3	3	2	8	3	5	1	1	2	-												
SWITCHBOARD OPERATORS -----	43	39.0	115.00	115.00	95.50-125.50	1	14	6	4	11	1	4	1	-	-	1	-	-	-	-	-												
NONMANUFACTURING -----	36	39.0	109.50	106.00	95.50-124.00	1	14	6	4	8	1	2	-	-	-	-	-	-	-	-	-												
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	149	39.5	122.50	121.00	114.00-134.00	4	18	13	27	40	17	14	12	1	1	1	-	-	1	-	-												
NONMANUFACTURING -----	92	39.5	125.00	126.00	110.00-135.50	-	8	12	23	16	10	8	12	1	1	-	-	-	1	-	-												
	57	39.5	118.50	121.00	102.00-126.00	4	10	1	4	24	7	6	-	-	-	1	-	-	-	-	-												
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	71	37.0	112.50	107.00	95.00-121.50	9	10	24	9	6	2	4	4	-	3	-	-	-	-	-	-												
TYPISTS, CLASS A -----	77	38.0	130.00	125.50	109.50-142.00	2	5	14	16	7	10	7	5	-	4	7	-	-	-	-	-												
NONMANUFACTURING -----	69	38.0	130.00	122.00	109.50-142.00	2	5	14	13	7	8	5	4	-	4	7	-	-	-	-	-												
TYPISTS, CLASS B -----	133	38.5	112.50	106.00	95.50-119.50	22	30	20	28	4	12	8	3	3	-	1	-	-	-	-	-	2											
MANUFACTURING -----	49	40.0	127.50	115.00	115.00-146.00	-	-	3	23	1	9	7	3	3	-	-	-	-	-	-	-												
NONMANUFACTURING -----	84	37.5	103.50	98.00	89.50-104.50	22	30	17	5	3	3	1	-	-	-	1	-	-	-	-	-	2											

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Chattanooga, Tenn.—Ga., September 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 90 and under	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340			
						100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	340	over			
ALL WORKERS			\$	\$	\$	\$																							
COMPUTER OPERATORS, CLASS A -----	53	39.0	206.50	179.50	161.00-258.00	-	-	-	2	-	1	7	11	6	2	-	2	5	-	-	6	5	1	4	1	-	-	-	
NONMANUFACTURING -----	33	38.5	172.00	165.50	157.50-179.50	-	-	-	2	-	1	7	10	5	2	-	1	5	-	-	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	85	39.0	150.50	148.50	140.00-160.50	-	-	10	4	7	26	11	13	6	3	1	1	3	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	38	39.5	160.00	160.00	150.00-169.50	-	-	-	1	1	7	6	13	5	3	1	1	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	47	38.5	142.50	144.00	126.50-149.00	-	-	10	3	6	19	5	-	1	-	-	-	3	-	-	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS C -----	41	38.0	123.50	121.00	109.50-130.00	-	11	6	12	5	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	35	37.5	122.00	121.00	109.50-129.00	-	11	6	9	4	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	65	38.0	208.00	203.00	185.00-226.50	-	-	-	-	-	1	4	5	2	5	10	10	5	7	7	5	2	2	-	-	-	-	-	
NONMANUFACTURING -----	47	37.5	205.00	202.50	187.00-225.50	-	-	-	-	-	1	2	5	2	2	10	6	5	4	5	3	2	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	38	38.0	173.50	182.00	151.50-196.50	-	1	2	1	3	2	3	-	6	5	9	4	1	1	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	25	37.0	178.00	184.00	156.00-198.00	-	1	-	-	2	2	2	-	5	1	6	4	1	1	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	41	38.5	268.50	262.50	246.00-293.50	-	-	-	-	-	-	-	1	-	2	-	-	-	1	4	10	7	7	5	2	2			
DRAFTERS, CLASS B -----	149	40.0	169.50	169.50	146.00-189.00	-	-	-	7	25	11	16	16	15	26	6	9	15	-	-	1	2	-	-	-	-	-	-	
MANUFACTURING -----	141	40.0	170.50	170.00	146.00-189.00	-	-	-	7	24	11	14	11	15	26	6	9	15	-	-	1	2	-	-	-	-	-	-	
DRAFTERS, CLASS C -----	37	40.0	129.00	114.00	114.00-150.00	1	6	13	3	4	-	2	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	31	40.0	128.50	114.00	114.00-155.50	-	6	13	2	1	-	1	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	101	40.0	214.50	263.00	144.00-263.00	-	13	5	4	1	4	4	1	-	1	3	4	-	-	-	1	60	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS B-----	29	40.0	177.00	180.50	110.00-206.00	-	8	4	-	1	-	-	1	-	1	3	4	-	-	-	1	6	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Chattanooga, Tenn.—Ga., September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCURATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A -----	33	40.0	\$ 187.00	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	47	39.0	\$ 205.00
MANUFACTURING -----	31	40.0	186.50	SECRETARIES, CLASS A -----	65	39.5	176.00	NONMANUFACTURING -----	30	38.5	173.00
				MANUFACTURING -----	43	39.5	168.50	COMPUTER OPERATORS, CLASS B -----	60	39.0	146.50
OFFICE OCCURATIONS - WOMEN				SECRETARIES, CLASS B -----	124	38.0	162.00	MANUFACTURING -----	25	39.0	156.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	70	39.5	118.00	MANUFACTURING -----	53	39.0	170.50	NONMANUFACTURING -----	35	38.5	139.50
NONMANUFACTURING -----	55	39.0	109.50	NONMANUFACTURING -----	71	37.0	156.00	COMPUTER OPERATORS, CLASS C -----	28	38.0	120.50
CLERKS, ACCOUNTING, CLASS A -----	182	39.0	150.50	SECRETARIES, CLASS C -----	99	39.5	164.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	50	38.0	214.00
MANUFACTURING -----	100	39.5	148.00	MANUFACTURING -----	73	40.0	169.00	NONMANUFACTURING -----	32	37.0	213.00
NONMANUFACTURING -----	82	38.5	153.50	NONMANUFACTURING -----	26	39.0	149.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	26	38.0	175.50
CLERKS, ACCOUNTING, CLASS B -----	305	39.5	125.00	SECRETARIES, CLASS D -----	253	38.5	138.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	131	40.0	170.00
MANUFACTURING -----	122	39.5	132.50	MANUFACTURING -----	105	39.5	143.00	MANUFACTURING -----	125	40.0	170.00
NONMANUFACTURING -----	183	39.5	120.00	NONMANUFACTURING -----	148	38.0	135.00	ORAFTERS, CLASS C -----	33	40.0	126.50
CLERKS, FILE, CLASS C -----	81	39.0	99.50	STENOGRAPHERS, GENERAL -----	137	39.0	127.50	ELECTRONICS TECHNICIANS -----	98	40.0	217.50
NONMANUFACTURING -----	77	39.0	99.50	MANUFACTURING -----	29	39.5	138.00	ELECTRONICS TECHNICIANS, CLASS B -----	29	40.0	177.00
CLERKS, ORDER -----	35	40.0	149.50	NONMANUFACTURING -----	108	39.0	124.50				
CLERKS, PAYROLL -----	91	39.5	149.00	STENOGRAPHERS, SENIOR -----	106	38.0	143.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
MANUFACTURING -----	47	40.0	159.00	MANUFACTURING -----	44	39.5	161.00	COMPUTER OPERATORS, CLASS B -----	25	39.0	159.00
NONMANUFACTURING -----	44	39.0	138.50	NONMANUFACTURING -----	36	39.0	109.50				
KEYRUNCH OPERATORS, CLASS A -----	105	39.0	139.00	SWITCHBOARD OPERATORS -----	43	39.0	115.00				
MANUFACTURING -----	27	39.5	142.50	NONMANUFACTURING -----	36	39.0	109.50				
NONMANUFACTURING -----	78	38.5	138.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	149	39.5	122.50				
KEYRUNCH OPERATORS, CLASS B -----	260	39.0	119.00	MANUFACTURING -----	92	39.5	125.00				
MANUFACTURING -----	122	39.5	127.00	NONMANUFACTURING -----	57	39.5	118.50				
NONMANUFACTURING -----	138	38.5	112.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	71	37.0	112.50				
SECRETARIES -----	541	38.5	153.00	TYRISTS, CLASS A -----	77	38.0	130.00				
MANUFACTURING -----	274	39.5	159.50	NONMANUFACTURING -----	69	38.0	130.00				
NONMANUFACTURING -----	267	38.0	146.50	TYRISTS, CLASS B -----	129	38.0	110.50				
				MANUFACTURING -----	49	40.0	127.50				
				NONMANUFACTURING -----	80	37.0	99.50				

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Chattanooga, Tenn.—Ga., September 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					3.00	3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	and under			
					3.10	3.20	3.30	3.40	3.50	3.60	3.70	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	over				
ALL WORKERS																															
BOILER TENDERS -----	47	\$ 4.09	\$ 4.63	\$ 3.53- 4.63	1	4	-	-	-	12	-	6	-	-	-	-	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	47	4.09	4.63	3.53- 4.63	1	4	-	-	-	12	-	6	-	-	-	-	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	25	4.98	4.85	4.09- 5.30	-	-	-	-	-	-	1	-	4	2	1	2	-	5	-	4	-	-	-	-	-	-	6	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	370	5.47	5.22	4.70- 6.57	-	-	-	-	-	-	7	-	-	11	25	16	55	3	48	36	39	6	-	-	-	122	2	-	-	-	-
MANUFACTURING -----	369	5.47	5.24	4.70- 6.57	-	-	-	-	-	-	7	-	-	11	25	15	55	3	48	36	39	6	-	-	-	122	2	-	-	-	-
ENGINEERS, STATIONARY -----	42	5.72	6.13	5.00- 6.57	-	-	-	-	-	-	-	-	-	2	3	-	4	-	7	4	-	1	-	-	-	20	1	-	-	-	-
MANUFACTURING -----	34	5.72	6.57	4.78- 6.57	-	-	-	-	-	-	-	-	-	2	3	-	4	-	6	-	-	-	-	-	-	19	-	-	-	-	-
HELPERS, MAINTENANCE TRADES -----	100	5.03	5.73	4.29- 5.73	-	-	-	-	-	-	3	3	-	5	35	-	-	-	-	-	-	54	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	100	5.03	5.73	4.29- 5.73	-	-	-	-	-	-	3	3	-	5	35	-	-	-	-	-	-	54	-	-	-	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	191	5.31	5.47	4.93- 5.47	-	-	-	2	3	1	-	-	2	7	17	2	11	4	17	17	73	1	-	-	-	34	-	-	-	-	-
MANUFACTURING -----	191	5.31	5.47	4.93- 5.47	-	-	-	2	3	1	-	-	2	7	17	2	11	4	17	17	73	1	-	-	-	34	-	-	-	-	-
MECHANICS, AUTOMOTIVE -----	131	5.08	5.24	4.37- 5.38	-	-	6	-	-	-	-	-	6	8	18	12	-	4	11	42	-	-	1	-	-	14	9	-	-	-	-
(MAINTENANCE) -----	119	4.93	5.12	4.37- 5.38	-	-	6	-	-	-	-	-	6	8	18	12	-	4	10	41	-	-	-	-	-	14	-	-	-	-	-
MANUFACTURING -----	119	4.93	5.12	4.37- 5.38	-	-	6	-	-	-	-	-	6	8	18	12	-	4	10	41	-	-	-	-	-	14	-	-	-	-	-
MECHANICS, MAINTENANCE -----	802	5.39	5.24	4.93- 5.99	-	-	-	1	4	-	4	2	-	22	16	32	98	36	152	121	103	9	8	-	-	194	-	-	-	-	-
MANUFACTURING -----	786	5.39	5.24	4.92- 5.99	-	-	-	1	4	-	4	2	-	22	16	32	98	36	152	107	103	7	8	-	-	194	-	-	-	-	-
MILLWRIGHTS -----	67	5.70	6.57	4.39- 6.57	-	-	-	-	-	-	-	-	-	-	23	-	-	-	2	3	-	-	-	-	-	39	-	-	-	-	-
MANUFACTURING -----	67	5.70	6.57	4.39- 6.57	-	-	-	-	-	-	-	-	-	-	23	-	-	-	2	3	-	-	-	-	-	39	-	-	-	-	-
PAINTERS, MAINTENANCE -----	40	5.19	5.13	4.56- 5.97	-	-	-	-	1	-	-	-	-	-	3	6	8	-	10	-	1	-	4	-	-	7	-	-	-	-	-
MANUFACTURING -----	40	5.19	5.13	4.56- 5.97	-	-	-	-	1	-	-	-	-	-	3	6	8	-	10	-	1	-	4	-	-	7	-	-	-	-	-
TOOL AND DIE MAKERS -----	47	5.03	5.38	4.42- 5.61	-	-	-	-	-	-	-	3	2	2	-	6	6	-	2	9	1	15	1	-	-	-	-	-	-	-	-
MANUFACTURING -----	47	5.03	5.38	4.42- 5.61	-	-	-	-	-	-	-	3	2	2	-	6	6	-	2	9	1	15	1	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers
in Chattanooga, Tenn.—Ga., September 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00 and over			
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	over			
ALL WORKERS																														
GUARDS AND WATCHMEN -----	683	\$ 2.57	\$ 2.13	\$ 2.11- 2.83	-	447	21	1	14	16	54	5	20	6	11	12	34	30	1	-	-	-	-	4	-	-	-	-		
MANUFACTURING -----	219	3.50	3.30	2.85- 4.10	-	8	8	-	11	12	51	5	20	6	11	12	34	29	1	-	-	-	-	4	-	-	-	-		
NONMANUFACTURING -----	464	2.14	2.11	2.11- 2.13	-	439	13	1	3	4	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-		
GUARDS: MANUFACTURING -----	155	3.82	3.98	3.28- 4.35	-	-	-	-	11	-	26	-	16	6	9	12	34	29	1	-	-	-	-	4	-	-	-	-		
WATCHMEN: MANUFACTURING -----	64	2.71	2.80	2.55- 2.90	-	8	8	-	-	12	25	5	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
JANITORS, PORTERS, AND CLEANERS ---	941	2.93	2.63	2.20- 3.69	27	177	66	133	39	110	61	38	17	22	22	67	56	36	-	63	6	1	-	-	-	-	-	-		
MANUFACTURING -----	502	3.40	3.30	2.63- 4.06	-	4	6	52	19	90	48	24	13	20	20	64	44	35	-	63	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	439	2.39	2.20	2.10- 2.30	27	173	60	81	20	20	13	14	4	2	2	3	12	1	-	-	6	1	-	-	-	-	-	-		
LABORERS, MATERIAL HANDLING -----	1,271	3.81	3.79	3.05- 4.58	-	11	6	3	74	81	110	55	64	30	284	79	21	91	45	177	7	132	1	-	-	-	-	-		
MANUFACTURING -----	1,148	3.85	3.79	3.05- 4.65	-	-	3	-	69	77	110	44	48	22	240	71	19	91	45	177	-	132	-	-	-	-	-	-		
NONMANUFACTURING -----	123	3.39	3.75	3.00- 3.75	-	11	3	3	5	4	-	11	16	8	44	8	2	-	-	-	7	-	1	-	-	-	-	-		
ORDER FILLERS -----	145	3.41	3.37	2.97- 3.70	-	-	4	-	-	9	26	12	29	28	10	17	-	3	-	-	6	1	-	-	-	-	-	-		
MANUFACTURING -----	79	3.52	3.47	2.97- 3.89	-	-	-	-	-	6	21	8	-	11	6	17	-	3	-	-	6	1	-	-	-	-	-	-		
PACKERS, SHIPPING -----	137	3.04	2.75	2.70- 3.37	-	-	2	-	20	50	1	10	25	21	-	-	2	2	-	-	4	-	-	-	-	-	-	-		
MANUFACTURING -----	103	3.08	3.17	2.70- 3.34	-	-	-	-	16	34	-	10	19	16	-	-	2	2	-	-	4	-	-	-	-	-	-	-		
NONMANUFACTURING -----	34	2.90	2.75	2.68- 3.37	-	-	2	-	4	16	1	-	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RECEIVING CLERKS -----	33	3.73	3.89	3.25- 4.06	-	-	-	-	-	1	-	5	6	1	2	6	6	5	-	-	-	1	-	-	-	-	-	-		
MANUFACTURING -----	26	3.76	3.89	3.30- 4.05	-	-	-	-	-	1	-	2	5	1	2	6	6	2	-	-	-	1	-	-	-	-	-	-		
SHIPPING CLERKS -----	34	3.92	4.01	3.35- 4.09	-	-	-	-	-	-	-	-	9	-	2	-	17	1	3	-	-	1	-	1	-	-	-	-		
MANUFACTURING -----	29	3.91	4.01	3.25- 4.09	-	-	-	-	-	-	-	-	9	-	2	-	12	1	3	-	-	1	-	1	-	-	-	-		
SHIPPING AND RECEIVING CLERKS -----	25	3.59	3.50	3.35- 4.25	-	-	-	-	-	6	-	-	1	6	-	4	-	8	-	-	-	-	-	-	-	-	-	-		
TRUCKDRIVERS -----	494	4.25	3.90	3.37- 5.31	-	-	-	-	36	5	14	31	57	61	23	23	16	27	11	32	5	28	9	40	2	54	-	-		
MANUFACTURING -----	276	4.23	3.83	3.50- 5.18	-	-	-	-	4	-	12	23	24	49	23	19	3	13	11	10	4	21	-	6	-	54	-			
NONMANUFACTURING -----	218	4.27	4.13	3.27- 5.40	-	-	-	-	32	5	2	8	33	12	-	4	13	14	-	22	1	7	9	34	2	-	-			
PUBLIC UTILITIES -----	34	6.26	7.13	5.31- 7.13	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	5	6	1	-	-	-	-		
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	64	3.16	2.53	2.50- 3.24	-	-	-	-	33	2	4	1	10	2	-	-	-	-	5	-	-	1	-	6	-	-	-	-		
MANUFACTURING -----	27	3.88	3.24	2.83- 4.83	-	-	-	-	4	-	4	1	6	-	-	-	-	-	5	-	-	1	-	6	-	-	-	-		
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	222	4.07	4.00	3.35- 4.65	-	-	-	-	3	3	10	21	45	10	7	7	15	14	6	32	1	4	8	34	2	-	-	-		
MANUFACTURING -----	86	3.74	3.68	3.20- 4.32	-	-	-	-	-	-	8	13	18	-	7	7	3	12	6	10	-	2	-	-	-	-	-	-		
NONMANUFACTURING -----	136	4.28	4.60	3.37- 5.40	-	-	-	-	3	3	2	8	27	10	-	-	12	2	-	22	1	2	8	34	2	-	-	-		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	103	3.89	3.65	3.51- 4.13	-	-	-	-	-	-	-	-	2	48	10	16	1	12	-	-	4	9	1	-	-	-	-	-		
MANUFACTURING -----	83	3.83	3.52	3.50- 3.83	-	-	-	-	-	-	-	-	-	48	10	12	-	-	-	4	9	-	-	-	-	-	-	-		
TRUCKERS, POWER (FORKLIFT) -----	777	3.65	3.55	3.21- 4.12	-	3	3	1	8	47	22	36	140	149	64	32	109	77	68	14	-	-	4	-	-	-	-	-		
MANUFACTURING -----	653	3.67	3.67	3.21- 4.12	-	3	3	1	8	47	22	36	140	37	54	32	109	77	68	14	-	-	2	-	-	-	-	-		

* Workers were at \$7 to \$7.20

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers
Chattanooga, Tenn.—Ga., September 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	over	
ALL WORKERS-- CONTINUED																												
WORKERS, POWER (OTHER THAN ORKLIFT) -----	108	\$ 3.47	\$ 3.21	\$ 3.20- 3.93	-	-	-	-	-	-	-	9	56	4	8	5	24	2	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	100	3.46	3.21	3.20- 4.02	-	-	-	-	-	-	-	9	56	4	-	5	24	2	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN -----	191	4.47	4.30	4.00- 5.44	-	-	-	-	4	3	8	7	-	1	13	11	14	38	8	20	6	1	2	49	-	6	-	-
MANUFACTURING -----	119	4.65	4.75	4.30- 5.44	-	-	-	-	-	1	-	7	-	-	10	-	7	24	7	14	6	-	-	43	-	-	-	-
NONMANUFACTURING -----	72	4.17	4.19	3.75- 4.65	-	-	-	-	4	2	8	-	-	1	3	11	7	14	1	6	-	1	2	6	-	6	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Chattanooga, Tenn.—Ga., September 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	47	\$ 4.09	ORDER FILLERS -----	121	\$ 3.47
MANUFACTURING -----	47	4.09	MANUFACTURING -----	65	3.63
CARPENTERS, MAINTENANCE -----	25	4.98	PACKERS, SHIPPING -----	60	3.14
ELECTRICIANS, MAINTENANCE -----	370	5.47	MANUFACTURING -----	39	3.16
MANUFACTURING -----	369	5.47	RECEIVING CLERKS -----	30	3.78
ENGINEERS, STATIONARY -----	42	5.72	SHIPPING CLERKS -----	30	3.95
MANUFACTURING -----	34	5.72	MANUFACTURING -----	25	3.94
HELPER, MAINTENANCE TRADES -----	99	5.04	SHIPPING AND RECEIVING CLERKS -----	25	3.59
MANUFACTURING -----	99	5.04	TRUCKDRIVERS -----	494	4.25
MACHINISTS, MAINTENANCE -----	191	5.31	MANUFACTURING -----	276	4.23
MANUFACTURING -----	191	5.31	NONMANUFACTURING -----	218	4.27
MECHANICS, AUTOMOTIVE -----			PUBLIC UTILITIES -----	34	6.26
(MAINTENANCE) -----	131	5.08	TRUCKDRIVERS, LIGHT (UNDER		
MANUFACTURING -----	119	4.93	1-1/2 TONS) -----	64	3.16
MECHANICS, MAINTENANCE -----	802	5.39	MANUFACTURING -----	27	3.88
MANUFACTURING -----	786	5.39	TRUCKDRIVERS, MEDIUM (1-1/2 TO		
MILLWRIGHTS -----	67	5.70	AND INCLUDING 4 TONS) -----	222	4.07
MANUFACTURING -----	67	5.70	MANUFACTURING -----	86	3.74
PAINTERS, MAINTENANCE -----	40	5.19	NONMANUFACTURING -----	136	4.28
MANUFACTURING -----	40	5.19	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
TOL AND OIE MAKERS -----	47	5.03	TRAILER TYRE) -----	103	3.89
MANUFACTURING -----	47	5.03	MANUFACTURING -----	83	3.83
CUSTODIAL AND MATERIAL MOVEMENT			TRUCKERS, POWER (FORKLIFT) -----	760	3.66
OCCUPATIONS - MEN			MANUFACTURING -----	636	3.68
GUARDS AND WATCHMEN -----	669	2.57	TRUCKERS, POWER (OTHER THAN		
MANUFACTURING -----	214	3.47	FORKLIFT) -----	106	3.48
NONMANUFACTURING -----	455	2.14	MANUFACTURING -----	98	3.46
GUARDS: -----			WAREHOUSEMEN -----	181	4.55
MANUFACTURING -----	150	3.79	MANUFACTURING -----	118	4.65
WATCHMEN: -----			NONMANUFACTURING -----	63	4.37
MANUFACTURING -----	64	2.71	CUSTODIAL AND MATERIAL MOVEMENT		
JANITORS, PORTERS, AND CLEANERS ---	688	3.07	OCCUPATIONS - WOMEN		
MANUFACTURING -----	413	3.50	JANITORS, PORTERS, AND CLEANERS ---	253	2.54
NONMANUFACTURING -----	275	2.42	MANUFACTURING -----	89	2.92
LABORERS, MATERIAL HANDLING -----	1,244	3.79	NONMANUFACTURING -----	164	2.33
MANUFACTURING -----	1,121	3.84	PACKERS, SHIPPING -----	77	2.96
NONMANUFACTURING -----	123	3.39	MANUFACTURING -----	64	3.04

See footnotes at end of tables.

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Chattanooga, Tenn.—Ga., for selected periods

Industry and occupational group	September 1972 to September 1973	September 1973 to September 1974	September 1974 to September 1975
All industries:			
Office clerical (men and women)	6.2	9.3	7.5
Electronic data processing (men and women)	*	9.5	7.3
Industrial nurses (men and women)	5.6	9.5	**
Skilled maintenance trades (men)	6.3	8.3	8.1
Unskilled plant workers (men)	6.8	10.3	7.7
Manufacturing:			
Office clerical (men and women)	5.8	8.9	**
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	5.6	9.5	**
Skilled maintenance trades (men)	6.3	8.4	8.1
Unskilled plant workers (men)	7.1	9.2	8.7
Nonmanufacturing:			
Office clerical (men and women)	6.5	9.7	7.3
Electronic data processing (men and women)	*	**	6.5
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	5.2	15.3	3.9

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wages indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Chattanooga, Tenn.—Ga., September 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40		All schedules	40	All schedules	40	37½
ESTABLISHMENTS STUDIED -----	122	63	xxx	59	xxx	122	63	xxx	59	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	27	15	13	12	6	56	31	28	25	16	4
\$80.00 AND UNDER \$82.50 -----	2	1	1	1	-	2	1	1	1	-	-
\$82.50 AND UNDER \$85.00 -----	3	-	-	3	1	11	3	3	8	4	1
\$85.00 AND UNDER \$87.50 -----	3	-	-	3	1	3	1	1	2	-	2
\$87.50 AND UNDER \$90.00 -----	-	-	-	-	-	2	2	1	-	-	-
\$90.00 AND UNDER \$92.50 -----	2	1	1	1	1	8	3	3	5	4	-
\$92.50 AND UNDER \$95.00 -----	-	-	-	-	-	4	2	2	2	2	-
\$95.00 AND UNDER \$97.50 -----	1	1	-	-	-	2	1	-	1	1	-
\$97.50 AND UNDER \$100.00 -----	2	2	1	-	-	2	2	1	-	-	-
\$100.00 AND UNDER \$105.00 -----	3	2	2	1	1	8	6	6	2	2	-
\$105.00 AND UNDER \$110.00 -----	3	2	2	1	-	4	3	3	1	-	1
\$110.00 AND UNDER \$115.00 -----	2	1	1	1	1	3	2	2	1	1	-
\$115.00 AND UNDER \$120.00 -----	2	2	2	-	-	-	-	-	-	-	-
\$120.00 AND UNDER \$125.00 -----	1	1	1	-	-	1	1	1	-	-	-
\$125.00 AND UNDER \$130.00 -----	-	-	-	-	-	-	-	-	-	-	-
\$130.00 AND UNDER \$135.00 -----	-	-	-	-	-	1	1	1	-	-	-
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	1	1	1	-	-	-
\$140.00 AND UNDER \$145.00 -----	2	1	1	1	1	2	1	1	1	1	-
\$145.00 AND UNDER \$150.00 -----	-	-	-	-	-	-	-	-	-	-	-
\$150.00 AND UNDER \$155.00 -----	-	-	-	-	-	-	-	-	-	-	-
\$155.00 AND UNDER \$160.00 -----	1	1	1	-	-	1	1	1	-	-	-
\$160.00 AND OVER -----	-	-	-	-	-	1	-	-	1	1	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	12	6	xxx	6	xxx	31	14	xxx	17	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	83	42	xxx	41	xxx	35	18	xxx	17	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Chattanooga, Tenn.—Ga., September 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	91.0	76.5	23.8	12.3
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	19.0	4.9	5.1	1.0
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	72.0	71.6	18.7	11.3
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	62.6	63.6	15.9	9.5
UNIFORM PERCENTAGE DIFFERENTIAL -----	9.4	8.0	2.8	1.8
OTHER DIFFERENTIAL -----	-	-	-	-
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	10.9	15.6	11.3	15.0
UNIFORM PERCENTAGE DIFFERENTIAL -----	9.1	10.0	8.0	10.0
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
4 CENTS -----	4.4	-	1.3	-
5 CENTS -----	7.8	9.2	1.4	2.3
7 CENTS -----	.8	1.2	.1	-
8 CENTS -----	5.2	4.4	1.4	1.3
9 CENTS -----	1.6	-	.5	-
10 CENTS -----	22.4	5.3	5.7	.6
11 CENTS -----	1.8	.8	.5	.2
12 CENTS -----	1.0	-	.3	-
13 CENTS -----	1.3	1.7	.4	-
14 CENTS -----	-	1.6	-	.1
15 CENTS -----	2.1	13.0	.2	.9
16 CENTS -----	-	5.7	-	.4
17 CENTS -----	1.5	-	.3	-
18 CENTS -----	7.5	2.1	2.3	.2
19 CENTS -----	1.0	-	.2	-
20 CENTS -----	4.1	6.0	1.3	1.2
27 CENTS -----	-	7.5	-	1.5
28 CENTS -----	-	1.0	-	.1
30 CENTS -----	-	4.1	-	.6
UNIFORM PERCENTAGE:				
4 PERCENT -----	1.4	-	.9	-
10 PERCENT -----	8.0	8.0	1.8	1.8

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Chattanooga, Tenn.—Ga., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
20 HOURS-5 DAYS -----	(9)	-	2	-	-	-	-	-
22 HOURS-6 DAYS -----	1	-	2	-	-	-	-	-
30 HOURS-6 DAYS -----	(9)	-	2	-	-	-	-	-
35 HOURS-5 DAYS -----	-	-	-	-	6	-	9	-
36 1/4 HOURS-5 DAYS -----	-	-	-	-	(9)	-	(9)	-
36 2/3 HOURS-5 DAYS -----	-	-	-	-	8	-	12	-
37 1/2 HOURS-5 DAYS -----	2	1	2	-	23	8	31	37
38 HOURS-7 DAYS -----	(9)	-	1	-	-	-	-	-
38 3/4 HOURS-5 DAYS -----	-	-	-	-	7	6	8	-
39 HOURS-5 DAYS -----	1	-	5	-	-	-	-	-
40 HOURS -----	84	87	75	100	55	85	39	63
4 DAYS -----	(9)	(9)	-	-	-	-	-	-
5 DAYS -----	83	87	68	100	55	85	39	63
6 DAYS -----	2	-	7	-	(9)	-	(9)	-
42 HOURS-5 DAYS -----	(9)	(9)	-	-	(9)	(9)	-	-
44 HOURS -----	2	2	2	-	(9)	-	(9)	-
5 DAYS -----	(9)	-	2	-	(9)	-	(9)	-
5 1/2 DAYS -----	1	2	-	-	-	-	-	-
45 HOURS -----	2	1	6	-	(9)	-	(9)	-
5 DAYS -----	2	1	4	-	-	-	-	-
6 DAYS -----	1	-	2	-	(9)	-	(9)	-
48 HOURS-6 DAYS -----	7	8	3	-	(9)	(9)	-	-
53 HOURS-6 DAYS -----	1	1	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	40.5	40.8	39.5	40.0	38.8	39.7	38.2	39.1

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Chattanooga, Tenn.—Ga., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	7	2	27	-	1	-	1	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	93	98	73	100	99	100	99	100
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	7.6	7.8	6.6	9.0	7.9	8.1	7.8	9.1
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
1 HOLIDAY -----	(9)	-	1	-	-	-	-	-
PLUS 1 HALF DAY -----	(9)	-	2	-	-	-	-	-
2 HOLIDAYS -----	1	1	-	-	1	2	-	-
4 HOLIDAYS -----	6	8	-	-	2	5	-	-
PLUS 1 HALF DAY -----	(9)	-	2	-	(9)	-	(9)	-
5 HOLIDAYS -----	16	13	25	-	9	10	9	-
PLUS 1 HALF DAY -----	-	-	-	-	(9)	-	(9)	-
6 HOLIDAYS -----	14	16	9	7	12	10	13	7
PLUS 1 HALF DAY -----	-	-	-	-	(9)	-	(9)	-
7 HOLIDAYS -----	9	9	9	10	14	15	14	3
PLUS 2 HALF DAYS -----	-	-	-	-	(9)	-	(9)	-
PLUS 3 HALF DAYS -----	-	-	-	-	(9)	-	(9)	-
8 HOLIDAYS -----	4	3	5	10	21	7	28	9
PLUS 1 HALF DAY -----	(9)	-	1	-	(9)	-	(9)	-
9 HOLIDAYS -----	8	7	11	26	13	9	16	43
10 HOLIDAYS -----	28	34	8	43	23	34	17	34
11 HOLIDAYS -----	6	8	1	4	3	8	1	5
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
1 DAY OR MORE -----	93	98	73	100	99	100	99	100
2 DAYS OR MORE -----	92	98	71	100	99	100	99	100
4 DAYS OR MORE -----	91	97	71	100	98	98	99	100
4 1/2 DAYS OR MORE -----	85	89	71	100	97	93	99	100
5 DAYS OR MORE -----	84	89	68	100	97	93	98	100
6 DAYS OR MORE -----	69	77	43	100	87	83	89	100
7 DAYS OR MORE -----	55	61	34	93	75	74	76	93
8 DAYS OR MORE -----	46	52	25	83	61	58	62	90
8 1/2 DAYS OR MORE -----	42	49	20	73	40	51	34	81
9 DAYS OR MORE -----	42	49	19	73	39	51	34	81
10 DAYS OR MORE -----	34	42	9	47	26	42	18	39
11 DAYS -----	6	8	1	4	3	8	1	5

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Chattanooga, Tenn.—Ga., September 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
<u>Percent of workers</u>								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	84	88	71	100	97	94	99	100
Washington's Birthday	18	22	7	35	20	18	21	44
Good Friday	38	46	14	76	47	47	46	84
Easter Monday	3	3	-	-	1	3	-	-
Memorial Day	66	77	28	100	82	79	83	100
Fourth of July	77	78	71	100	95	89	99	100
Labor Day	92	98	71	100	99	100	99	100
Veterans Day	5	4	10	52	5	2	6	43
Thanksgiving Day	91	98	68	100	99	100	98	100
Day after Thanksgiving	37	48	2	2	35	54	25	2
Christmas Eve	52	65	10	20	38	68	22	17
Christmas Eve, half day	1	-	5	-	1	-	1	-
Christmas Day	86	89	73	100	98	97	99	100
Extra day during Christmas week	7	9	1	-	3	7	(?)	-
New Year's Eve	5	6	-	-	3	8	-	-
Floating holiday, 1 day ¹³	5	4	5	4	12	10	12	5
Floating holiday, 2 days ¹³	2	-	7	36	3	-	4	30
Floating holiday, 4 days ¹³	1	-	6	-	2	-	3	-
Employees' birthday	22	26	11	39	34	23	40	53

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Chattanooga, Tenn.—Ga., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
N ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	(9)	-	2	-	-	-	-	-
N ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	98	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	68	64	81	100	99	96	100	100
PERCENTAGE PAYMENT -----	31	36	13	-	1	4	-	-
OTHER PAYMENT -----	1	-	4	-	-	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	14	17	5	4	2	2	2	5
1 WEEK -----	12	10	20	53	60	45	68	46
OVER 1 AND UNDER 2 WEEKS -----	2	2	-	-	4	12	-	-
2 WEEKS -----	1	1	-	-	(9)	(9)	-	-
1 YEAR OF SERVICE:								
UNDER 1 WEEK -----	3	3	3	-	-	-	-	-
1 WEEK -----	72	73	68	45	29	38	24	52
OVER 1 AND UNDER 2 WEEKS -----	3	3	4	2	(9)	-	1	2
2 WEEKS -----	21	21	23	53	71	62	75	46
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	(9)	-	(9)	-
2 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	57	64	37	5	13	27	6	2
OVER 1 AND UNDER 2 WEEKS -----	4	5	2	7	1	2	1	4
2 WEEKS -----	34	27	57	81	85	72	91	88
OVER 2 AND UNDER 3 WEEKS -----	2	2	2	7	1	-	1	6
3 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	26	26	24	-	6	12	3	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	-	-	1	2	(9)	-
2 WEEKS -----	63	61	73	93	91	81	96	94
OVER 2 AND UNDER 3 WEEKS -----	4	4	2	7	1	-	1	6
3 WEEKS -----	3	4	-	-	2	6	-	-
4 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	25	25	24	-	5	10	3	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	-	-	1	2	(9)	-
2 WEEKS -----	64	61	73	93	91	82	96	94
OVER 2 AND UNDER 3 WEEKS -----	4	4	2	7	1	-	1	6
3 WEEKS -----	3	4	-	-	2	6	-	-
5 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	11	10	13	-	3	7	1	-
OVER 1 AND UNDER 2 WEEKS -----	3	4	-	-	1	2	(9)	-
2 WEEKS -----	64	60	77	93	78	70	82	94
OVER 2 AND UNDER 3 WEEKS -----	5	6	2	7	11	-	16	6
3 WEEKS -----	15	17	7	-	7	21	(9)	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Chattanooga, Tenn.—Ga., September 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED								
10 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	28	26	37	18	25	29	23	10
OVER 2 AND UNDER 3 WEEKS -----	1	2	1	-	(9)	(9)	(9)	-
3 WEEKS -----	48	49	47	75	68	55	75	83
OVER 3 AND UNDER 4 WEEKS -----	2	2	1	7	1	-	1	6
4 WEEKS -----	8	11	-	-	4	12	(9)	-
12 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	25	22	36	13	24	27	23	10
OVER 2 AND UNDER 3 WEEKS -----	1	2	-	-	-	-	-	-
3 WEEKS -----	51	52	48	81	68	54	75	83
OVER 3 AND UNDER 4 WEEKS -----	1	2	(9)	2	(9)	(9)	(9)	2
4 WEEKS -----	8	11	-	-	5	16	(9)	-
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	5	(9)	-	1	4
15 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	13	11	20	-	14	16	13	-
3 WEEKS -----	40	40	39	53	56	49	59	39
OVER 3 AND UNDER 4 WEEKS -----	6	8	-	-	8	4	10	-
4 WEEKS -----	27	28	25	40	19	27	15	55
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	2	(9)	-	(9)	2
5 WEEKS -----	(9)	-	1	5	(9)	-	1	4
20 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	11	9	20	-	10	12	9	-
3 WEEKS -----	29	29	29	18	23	28	21	13
4 WEEKS -----	29	28	36	76	60	45	68	80
OVER 4 AND UNDER 5 WEEKS -----	3	4	-	-	(9)	(9)	-	-
5 WEEKS -----	15	19	-	-	4	10	-	-
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	(9)	2	(9)	-	(9)	2
6 WEEKS -----	(9)	-	1	5	(9)	-	1	4
25 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	11	9	17	-	9	12	8	-
3 WEEKS -----	28	27	31	12	20	27	17	9
4 WEEKS -----	15	15	15	5	48	32	57	5
OVER 4 AND UNDER 5 WEEKS -----	2	3	-	-	-	-	-	-
5 WEEKS -----	30	33	21	76	20	25	17	80
OVER 5 AND UNDER 6 WEEKS -----	1	2	(9)	2	(9)	(9)	(9)	2
6 WEEKS -----	1	1	1	5	(9)	-	1	4

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Chattanooga, Tenn.—Ga., September 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED								
30 YEARS OF SERVICE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	11	9	17	-	9	12	8	-
3 WEEKS -----	28	27	31	12	20	27	17	9
4 WEEKS -----	14	13	15	5	48	32	57	5
OVER 4 AND UNDER 5 WEEKS -----	2	3	-	-	-	-	-	-
5 WEEKS -----	28	30	21	72	18	23	16	76
OVER 5 AND UNDER 6 WEEKS -----	1	2	(9)	2	(9)	-	(9)	2
6 WEEKS -----	5	6	2	8	2	2	1	9
MAXIMUM VACATION AVAILABLE:								
UNDER 1 WEEK -----	2	3	-	-	-	-	-	-
1 WEEK -----	8	7	10	-	2	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	2	3	-	(9)	(9)	-	-
2 WEEKS -----	11	9	17	-	9	12	8	-
3 WEEKS -----	28	27	31	12	20	27	17	9
4 WEEKS -----	14	13	15	5	48	32	57	5
OVER 4 AND UNDER 5 WEEKS -----	2	3	-	-	-	-	-	-
5 WEEKS -----	22	22	21	72	17	17	16	76
OVER 5 AND UNDER 6 WEEKS -----	1	2	(9)	2	(9)	-	(9)	2
6 WEEKS -----	11	14	2	8	3	8	1	9

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Chattanooga, Tenn.—Ga., September 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	98	100	93	100	99	100	99	100
LIFE INSURANCE -----	95	95	93	100	99	98	99	99
NONCONTRIBUTORY PLANS -----	57	58	53	86	43	48	40	86
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	69	68	71	100	66	70	63	99
NONCONTRIBUTORY PLANS -----	42	42	42	86	40	36	43	86
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	73	78	58	62	76	69	79	73
SICKNESS AND ACCIDENT INSURANCE -----	58	70	18	21	44	42	45	13
NONCONTRIBUTORY PLANS -----	34	40	15	12	32	21	38	4
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	12	11	16	14	51	47	53	38
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	12	8	29	41	11	5	14	31
LONG-TERM DISABILITY INSURANCE -----	11	7	24	38	45	30	53	32
NONCONTRIBUTORY PLANS -----	9	6	22	38	32	13	42	32
HOSPITALIZATION INSURANCE -----	95	98	88	100	99	99	98	100
NONCONTRIBUTORY PLANS -----	51	54	41	86	48	50	46	86
SURGICAL INSURANCE -----	96	98	88	100	99	99	98	100
NONCONTRIBUTORY PLANS -----	52	55	41	86	48	51	46	86
MEDICAL INSURANCE -----	91	95	77	100	94	96	93	100
NONCONTRIBUTORY PLANS -----	50	53	41	86	47	49	46	86
MAJOR MEDICAL INSURANCE -----	81	81	81	100	96	94	97	100
NONCONTRIBUTORY PLANS -----	41	41	41	86	45	43	46	86
DENTAL INSURANCE -----	4	4	2	3	3	4	3	22
NONCONTRIBUTORY PLANS -----	2	2	2	3	3	3	3	22
RETIREMENT PENSION -----	71	74	61	64	84	79	86	53
NONCONTRIBUTORY PLANS -----	61	65	49	54	68	71	67	48

See footnotes at end of tables.

Footnotes

1 of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median signifies position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. P averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (multiplied by its weight). The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all supervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. Office workers include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The termination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the clerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not wanted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday incidence. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Chattanooga, Tenn.—Ga.,¹ September 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS -----	-	324	124	75,479	100	53,060	4,454	49,517
MANUFACTURING -----	57	183	64	52,069	69	40,890	3,219	32,405
NONMANUFACTURING -----	-	135	60	23,411	31	12,170	6,235	17,137
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	57	17	11	4,090	5	2,241	945	3,073
WHOLESALE TRADE -----	57	26	6	1,578	2	(6)	(6)	220
RETAIL TRADE -----	57	37	19	8,734	12	(6)	(6)	5,014
FINANCE, INSURANCE, AND REAL ESTATE -----	57	14	9	5,473	7	(7)	(6)	4,778
SERVICES ⁶ -----	57	24	15	3,525	5	(6)	(6)	2,543

¹ The Chattanooga Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Hamilton, Marion, and Sequatchie Counties, Tenn.; and Catoosa, Dade, and Walker Counties, Ga. The "workers within scope of the study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. Chattanooga's electric utilities and local-transit are municipally operated, and are excluded by definition from the scope of study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over two-thirds of all workers within scope of the survey in the Chattanooga area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups		Specific industries	
Textile mill products -----	28	Fabricated structural metal products -----	9
Chemicals and allied products -----	14	Plastics materials and synthetics -----	9
Fabricated metal products -----	14	Yarn and thread mills -----	9
Food and kindred products -----	8	Floor covering mills -----	8
Primary metal industries -----	8	Iron and steel foundries -----	7
Machinery, except electrical -----	5	Knitting mills -----	5
Stone, clay, and glass products -----	5		

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Chattanooga, Tenn.—Ga., September 1975:

	Plant workers	Office workers
All industries -----	44	11
Manufacturing -----	52	11
Nonmanufacturing -----	18	11
Public utilities -----	88	81

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers are covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Example positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to the officials who have a significant corporate-wide policymaking role with regard to major corporate activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a minor management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory work.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also take from written copy. May operate from a stenographic pool. May occasionally transcribe from machine recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic skill and accuracy; a thorough working knowledge of general business and office procedure; and of specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup on correspondence; assembling material for reports, memorandums, and letters; composing simple letters from dictation; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, order and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: follows instructions to determine equipment setup and operations; loads equipment with required data (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and produced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data, multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts and transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and identification of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, determining relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

STEAM ENGINEER, TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building structure and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, roofs, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard calculations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, lighting systems, or other transmission equipment; working from blueprints, drawings, layouts, or specifications; locating and diagnosing trouble in the electrical system or equipment; working standard calculations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, hot water boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation machinery, temperature, and fuel consumption. May also supervise these operations. Head or supervising engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes, interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct length with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures of an establishment, such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofs, and other sheet-metal work of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinks).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, performing the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of materials in shipping containers and may involve one or more of the following: Knowledge of various items to be

PACKER, SHIPPING—Continued

work in order to verify content; selection of appropriate type and size of container; inserting measures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

PACKING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCK DRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' homes or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCK DRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds at a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last for any of the BLS regional offices shown on the back cover.

Alaska
Albany, Ga.
Albuquerque, N. Mex.
Alexandria, La.
Alpena, Standish, and Tawas City, Mich.
Ann Arbor, Mich.
Asheville, N.C.
Atlantic City, N.J.
Augusta, Ga.—S.C.
Bakersfield, Calif.
Baton Rouge, La.
Battle Creek, Mich.
Beaumont—Port Arthur—Orange, Tex.
Biloxi—Gulfport and Pascagoula, Miss.
Boise City, Idaho
Bremerton, Wash.
Bridgeport, Norwalk, and Stamford, Conn.
Brunswick, Ga.
Burlington, Vt.—N.Y.
Cape Cod, Mass.
Cedar Rapids, Iowa
Champaign—Urbana—Rantoul, Ill.
Charleston, S.C.
Charlotte—Gastonia, N.C.
Cheyenne, Wyo.
Clarksville—Hopkinsville, Tenn.—Ky.
Colorado Springs, Colo.
Columbia, S.C.
Columbus, Ga.—Ala.
Columbus, Miss.
Crane, Ind.
Decatur, Ill.
Des Moines, Iowa
Dothan, Ala.
Duluth—Superior, Minn.—Wis.
El Paso, Tex., and Alamogordo—Las Cruces, N. Mex.
Eugene—Springfield, Oreg.
Fayetteville, N.C.
Fitchburg—Leominster, Mass.
Fort Smith, Ark.—Okla.
Fort Wayne, Ind.
Frederick—Hagerstown, Md.—Chambersburg, Pa.—
Martinsburg, W. Va.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island—Hastings, Nebr.
Great Falls, Mont.
Guam, Territory of
Harrisburg—Lebanon, Pa.
Huntington—Ashland, W. Va.—Ky.—Ohio
Knoxville, Tenn.
La Crosse, Wis.
Laredo, Tex.
Las Vegas, Nev.
Lawton, Okla.
Lima, Ohio
Little Rock—North Little Rock, Ark.

Logansport—Peru, Ind.
Lorain—Elyria, Ohio
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Middlesex, Monmouth, and Ocean Cos., N.J.
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Montgomery, Ala.
Nashville—Davidson, Tenn.
New Bern—Jacksonville, N.C.
New London—Norwich, Conn.—R.I.
North Dakota, State of
Orlando, Fla.
Oxnard—Simi Valley—Ventura, Calif.
Panama City, Fla.
Parkersburg—Marietta, W. Va.—Ohio
Peoria, Ill.
Phoenix, Ariz.
Pine Bluff, Ark.
Pocatello—Idaho Falls, Idaho
Portsmouth, N.H.—Maine—Mass.
Pueblo, Colo.
Puerto Rico
Reno, Nev.
Richland—Kennewick—Walla Walla—
Pendleton, Wash.—Oreg.
Riverside—San Bernardino—Ontario, Calif.
Salina, Kans.
Salinas—Seaside—Monterey, Calif.
Sandusky, Ohio
Santa Barbara—Santa Maria—Lompoc, Calif.
Savannah, Ga.
Selma, Ala.
Sherman—Denison, Tex.
Shreveport, La.
Sioux Falls, S. Dak.
Spokane, Wash.
Springfield, Ill.
Springfield—Chicopee—Holyoke, Mass.—Conn.
Stockton, Calif.
Tacoma, Wash.
Tampa—St. Petersburg, Fla.
Topeka, Kans.
Tucson, Ariz.
Tulsa, Okla.
Vallejo—Fairfield—Napa, Calif.
Waco and Killeen—Temple, Tex.
Waterloo—Cedar Falls, Iowa
West Texas Plains
Wilmington, Del.—N.J.—Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
ron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
any-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
uquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
entown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
sheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
anta, Ca., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
stin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
timore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
umont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
lings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
ghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
irmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
ston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
hale, N.Y., Oct. 1974	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
nton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
arleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
arlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
attanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
icago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
incinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
leveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1974	Suppl. Free
lumbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
rpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ^{1, 3}	
las-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	Suppl. Free
veoport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
yton, Ohio, Dec. 1974 ¹	1850-14, 80 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
yttona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
ver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
s Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
roit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Lauderdale-Hollywood and West Palm Beach-Ocala Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1974 ¹	1850-16, 75 cents
esno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1974	Suppl. Free
inesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
een Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
eensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
eenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
rtford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
uston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
ntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
ianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
kson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
ksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
nsas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
wrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
xington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
s Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
uisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
bbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
lbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
mpbis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
ami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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AREA WAGE SURVEY

Poughkeepsie—Kingston—Newburgh, New York, Metropolitan Area, June 1975

Bulletin 1850-68



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Preface

This bulletin provides results of a June 1975 survey of occupational earnings and supplementary wage benefits in the Poughkeepsie-Kingston-Newburgh, N.Y., Standard Metropolitan Statistical Area (Dutchess, Orange, and Ulster Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 82 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Poughkeepsie-Kingston-Newburgh survey was conducted by the Bureau's regional office in New York, N.Y., under the general direction of Tony Ferrara, Acting Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Current reports on occupational earnings and supplementary wage provisions in the Poughkeepsie-Kingston-Newburgh areas are also available for the laundry, moving and storage, and metalworking industries (June 1975). Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)



oughkeepsie—Kingston—Newburgh, New York, Metropolitan Area, June 1975

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Introduction

This area is 1 of 82 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides brief descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 75 and under	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300							
						80	85	90	95	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320							
ALL WORKERS																																	
KEEPING-MACHINE OPERATORS, CLASS A	39	39.3	\$ 132.00	\$ 140.00	\$ 91.00-170.00	-	-	9	9	-	-	-	-	4	3	4	7	-	-	-	3	-	-	-	-	-	-						
MANUFACTURING	32	39.6	125.50	91.00	85.00-170.00	-	-	9	9	-	-	-	-	4	-	-	7	-	-	-	3	-	-	-	-	-	-						
ACCOUNTING, CLASS A	88	39.5	196.50	173.50	156.00-245.00	-	-	-	-	-	-	-	1	7	12	4	12	11	10	2	5	-	3	11	-	10							
MANUFACTURING	50	39.5	175.00	170.00	158.00-187.50	-	-	-	-	-	-	-	1	2	7	3	9	9	9	2	5	-	3	-	-	-							
MANUFACTURING	38	40.0	225.00	264.50	145.50-290.00	-	-	-	-	-	-	-	-	5	5	1	3	2	1	-	-	-	-	11	-	10							
ACCOUNTING, CLASS B	179	39.6	122.00	122.50	107.00-135.00	-	-	-	17	1	31	28	30	35	25	8	4	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING	62	39.5	134.00	135.00	122.50-145.00	-	-	-	-	1	5	5	7	20	14	6	4	-	-	-	-	-	-	-	-	-							
MANUFACTURING	117	39.0	116.00	119.00	101.50-125.00	-	-	-	17	-	26	23	23	15	11	2	-	-	-	-	-	-	-	-	-	-	-						
FILE, CLASS C	74	40.0	108.00	105.00	102.00-112.00	-	-	-	-	7	40	20	5	-	-	-	2	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING	64	40.0	107.00	103.00	107.00-110.00	-	-	-	-	7	40	12	3	-	-	-	2	-	-	-	-	-	-	-	-	-	-						
OPERATORS, CLASS A	72	39.5	163.50	155.00	130.00-191.50	-	-	-	-	-	2	-	8	16	8	4	5	6	4	6	10	3	-	-	-	-	-						
MANUFACTURING	43	40.0	170.00	175.00	130.00-190.00	-	-	-	-	-	2	-	5	4	5	3	1	5	2	6	7	3	-	-	-	-	-						
MANUFACTURING	29	39.0	154.50	139.00	130.00-160.50	-	-	-	-	-	-	-	3	12	3	1	4	1	2	-	3	-	-	-	-	-	-						
OPERATORS, CLASS B	137	38.5	124.50	120.00	108.00-140.00	-	-	1	8	10	21	28	16	18	11	12	5	4	3	-	-	-	-	-	-	-	-						
MANUFACTURING	36	40.0	143.00	145.00	130.00-156.00	-	-	-	-	-	-	2	4	10	4	11	5	-	-	-	-	-	-	-	-	-	-						
CLERICAL	820	40.0	207.00	210.00	184.50-231.00	-	-	-	-	-	4	11	12	27	17	54	27	19	52	82	211	137	82	50	20	3							
CLERICAL, CLASS A	45	38.5	211.50	190.00	153.00-268.00	-	-	-	-	-	-	-	1	-	-	14	1	-	5	2	4	-	2	7	6	3							
CLERICAL, CLASS B	258	40.0	233.00	245.00	214.00-260.00	-	-	-	-	-	-	-	2	-	5	15	3	7	6	11	20	50	72	53	14	-							
CLERICAL, CLASS C	39	39.0	156.00	150.00	137.00-171.50	-	-	-	-	-	-	4	1	9	5	6	4	2	-	4	4	-	-	-	-	-	-						
MANUFACTURING	33	39.5	135.50	136.00	121.00-140.00	-	-	-	-	-	4	3	4	13	1	3	4	1	-	-	-	-	-	-	-	-	-						
CLERICAL, CLASS D	49	39.5	136.00	136.00	121.00-155.00	-	-	-	-	-	4	7	8	14	2	7	6	1	-	-	-	-	-	-	-	-	-						
MANUFACTURING	33	39.5	135.50	136.00	121.00-140.00	-	-	-	-	-	4	3	4	13	1	3	4	1	-	-	-	-	-	-	-	-	-						
GRAPHERS, GENERAL	255	39.5	137.50	142.00	120.00-150.00	-	-	-	-	-	20	38	17	39	65	53	20	3	-	-	-	-	-	-	-	-	-						
MANUFACTURING	219	40.0	139.50	145.00	130.00-152.00	-	-	-	-	-	20	10	17	38	61	53	20	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING	36	37.5	124.00	116.00	115.00-117.00	-	-	-	-	-	-	28	-	1	4	-	-	3	-	-	-	-	-	-	-	-	-						
BOARD OPERATORS	67	39.5	135.00	115.00	103.00-155.50	-	4	-	-	4	12	17	6	2	2	3	1	-	1	4	8	3	-	-	-	-	-						
MANUFACTURING	56	39.0	125.50	110.00	103.00-129.00	-	4	-	-	4	12	16	6	2	2	-	1	-	-	3	6	-	-	-	-	-	-						
BOARD OPERATOR-RECEPTIONISTS	71	39.5	125.00	122.00	102.00-134.50	-	-	1	-	9	11	7	19	7	5	4	4	-	4	-	-	-	-	-	-	-	-						
MANUFACTURING	38	39.5	128.00	125.00	120.00-130.00	-	-	-	-	9	-	-	16	5	3	1	-	-	4	-	-	-	-	-	-	-	-						
MANUFACTURING	33	40.0	121.50	110.00	102.00-149.50	-	-	1	-	-	11	7	3	2	2	3	4	-	-	-	-	-	-	-	-	-	-						
CLERICAL, CLASS B	38	39.5	133.00	122.50	108.00-150.00	3	-	-	-	1	7	3	7	3	2	4	-	1	7	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 130 and under	\$ 135	\$ 140	\$ 145	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	\$ 300	\$ 310 and over					
						135	140	145	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	310	over					
ALL WORKERS			\$	\$	\$	\$																									
COMPUTER OPERATORS, CLASS A -----	191	40.0	179.00	175.00	165.00-190.00	1	-	3	3	13	50	40	32	22	17	4	3	-	-	-	-	-	3	-	-	-	-	-			
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	67	40.0	219.50	215.00	204.50-233.50	-	-	-	-	-	-	-	1	13	10	12	10	9	4	4	2	2	-	-	-	-	-				
DRAFTERS, CLASS A -----	30	40.0	257.50	252.00	239.00-260.00	-	-	-	-	-	-	-	1	-	2	-	1	1	1	16	1	3	-	-	-	-	-				
DRAFTERS, CLASS A -----	94	39.5	209.00	209.00	194.00-215.50	-	-	-	-	-	-	10	1	17	20	32	3	1	3	3	-	-	4	-	-	-	-				
DRAFTERS, CLASS A -----	80	39.5	207.50	210.00	193.50-215.50	-	-	-	-	-	-	10	-	13	14	32	3	1	3	3	-	-	1	-	-	-	-				
DRAFTERS, CLASS C -----	54	39.0	165.00	161.00	140.00-165.00	9	-	4	3	9	18	-	5	1	-	-	1	-	-	-	4	-	-	-	-	-	-				
DRAFTERS, CLASS C -----	38	38.5	152.50	154.00	140.00-160.00	9	-	4	3	5	15	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
ELECTRONICS TECHNICIANS, CLASS A -----	159	40.0	266.00	268.50	257.50-271.00	-	-	-	-	-	-	-	-	-	-	4	6	6	10	20	63	19	12	15	3	-	-				

* Workers were at \$320 to \$330.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex,
in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	39	39.0	\$ 132.00	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS B -----	143	40.0	\$ 181.00
MANUFACTURING -----	32	39.6	125.50	SECRETARIES, CLASS B -----	257	40.0	\$ 232.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	40	40.0	222.50
CLERKS, ACCOUNTING, CLASS A -----	59	39.5	173.50	SECRETARIES, CLASS C: NONMANUFACTURING -----	39	39.0	156.00	DRAFTERS, CLASS A -----	30	40.0	257.50
MANUFACTURING -----	38	39.5	169.00	SECRETARIES, CLASS D -----	49	39.5	136.00	DRAFTERS, CLASS B -----	82	39.5	209.00
CLERKS, ACCOUNTING, CLASS B -----	177	39.0	121.50	NONMANUFACTURING -----	33	39.5	135.50	MANUFACTURING -----	70	39.5	207.50
MANUFACTURING -----	60	39.0	133.00	STENOGRAPHERS, GENERAL -----	255	39.5	137.50	DRAFTERS, CLASS C -----	52	39.0	165.50
NONMANUFACTURING -----	117	39.0	116.00	MANUFACTURING -----	219	40.0	139.50	MANUFACTURING -----	38	38.5	152.50
CLERKS, FILE, CLASS C -----	74	40.0	108.00	NONMANUFACTURING -----	36	37.5	124.00	ELECTRONICS TECHNICIANS, CLASS A-----	159	40.0	266.00
NONMANUFACTURING -----	64	40.0	107.00	SWITCHBOARD OPERATORS -----	67	39.5	135.00				
KEYPUNCH OPERATORS, CLASS A -----	71	39.5	163.00	NONMANUFACTURING -----	56	39.0	125.50				
MANUFACTURING -----	42	40.0	169.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	71	39.5	125.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	29	39.0	154.50	MANUFACTURING -----	38	39.5	128.00				
KEYPUNCH OPERATORS, CLASS B -----	133	38.5	124.00	NONMANUFACTURING -----	33	40.0	121.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	27	40.0	215.00
MANUFACTURING -----	33	40.0	142.00	TYPISTS, CLASS B -----	38	39.5	133.00				
SECRETARIES -----	813	40.0	207.00								
SECRETARIES, CLASS A -----	40	38.5	215.50								

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$ 3.10 and under	\$ 3.20	\$ 3.30	\$ 3.40	\$ 3.50	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80		
					3.20	3.30	3.40	3.50	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00		
ALL WORKERS		\$	\$	\$ \$																								
BOILER TENDERS -----	35	4.75	4.64	4.64- 5.21	2	-	-	-	-	-	-	4	-	-	16	-	4	-	8	-	1	-	-	-	-	-	-	
MANUFACTURING -----	35	4.75	4.64	4.64- 5.21	2	-	-	-	-	-	-	4	-	-	16	-	4	-	8	-	1	-	-	-	-	-	-	
ELECTRICIANS, MAINTENANCE -----	86	5.45	5.45	5.29- 5.44	-	-	-	-	-	-	-	-	-	2	11	-	5	7	44	2	4	3	4	-	1	-	-	
MANUFACTURING -----	81	5.41	5.45	5.29- 5.44	-	-	-	-	-	-	-	-	-	2	9	-	5	7	44	2	4	3	4	-	1	-	-	
HELPERS, MAINTENANCE TRADES -----	57	4.39	4.51	4.35- 4.71	2	-	5	-	3	-	-	3	2	19	14	9	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	57	4.39	4.51	4.35- 4.71	2	-	5	-	3	-	-	3	2	19	14	9	-	-	-	-	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM -----	87	5.14	4.88	4.43- 5.93	-	-	-	-	-	-	3	6	6	22	6	2	5	3	3	6	6	6	4	2	5	2	2	
MANUFACTURING -----	87	5.14	4.88	4.43- 5.93	-	-	-	-	-	-	3	6	6	22	6	2	5	3	3	6	6	6	4	2	5	2	2	
MACHINISTS, MAINTENANCE -----	62	5.79	5.67	5.11- 6.24	-	-	-	-	-	-	-	-	-	-	-	7	12	-	7	7	1	-	17	1	9	-	-	
MANUFACTURING -----	62	5.79	5.67	5.11- 6.24	-	-	-	-	-	-	-	-	-	-	-	7	12	-	7	7	1	-	17	1	9	-	-	
MECHANICS, AUTOMOTIVE -----	115	5.63	5.50	4.75- 6.62	-	-	-	-	-	-	7	7	-	15	-	-	3	8	20	5	4	8	5	-	9	24	24	
(MAINTENANCE) -----	103	5.64	5.50	4.50- 6.62	-	-	-	-	-	-	7	7	-	15	-	-	2	8	14	1	4	7	5	-	9	24	24	
NONMANUFACTURING -----	83	5.85	6.04	5.21- 6.94	-	-	-	-	-	-	7	7	-	-	-	-	8	14	1	4	4	5	-	9	24	24	24	
PUBLIC UTILITIES -----																												
MECHANICS, MAINTENANCE -----	139	5.45	5.47	4.76- 5.44	-	-	-	-	-	-	-	-	-	8	30	10	6	-	52	11	-	-	-	-	-	22	22	
MANUFACTURING -----	139	5.45	5.47	4.76- 5.44	-	-	-	-	-	-	-	-	-	8	30	10	6	-	52	11	-	-	-	-	-	22	22	
TOOL AND DIE MAKERS -----	220	5.95	5.80	5.25- 6.55	-	-	-	-	-	-	-	-	-	4	5	9	36	4	6	34	27	11	15	16	14	19	19	
MANUFACTURING -----	220	5.95	5.80	5.25- 6.55	-	-	-	-	-	-	-	-	-	4	5	9	36	4	6	34	27	11	15	16	14	19	19	

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers
in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																															
		Mean ²	Median ²	Middle range ²	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00		
ALL WORKERS																																				
WORKERS AND WATCHMEN	290	\$ 3.36	\$ 3.13	\$ 2.25- 4.36	33	74	13	10	2	18	14	3	5	14	26	6	5	12	24	12	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	127	4.34	4.63	3.83- 4.94	-	-	4	5	-	13	4	-	3	14	7	5	5	12	24	12	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WORKERS	145	4.28	4.38	3.88- 4.93	1	3	3	2	2	5	10	3	3	10	25	6	5	12	24	12	18	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WATCHMEN:																																				
MANUFACTURING	33	3.14	3.13	2.75- 3.30	-	-	4	5	-	13	4	-	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WITORS, PORTERS, AND CLEANERS	476	3.02	3.00	2.25- 3.63	96	37	32	22	33	72	30	31	65	7	10	11	24	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING	144	3.31	3.15	3.00- 3.46	10	1	-	6	15	43	18	19	4	-	9	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING	332	2.89	2.75	2.10- 3.66	86	36	32	16	18	29	12	12	61	7	1	11	5	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES	40	4.12	4.35	3.72- 4.44	-	-	-	-	-	-	3	5	5	4	1	11	5	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WORKERS, MATERIAL HANDLING	252	4.01	3.58	3.30- 4.64	-	8	8	12	11	15	13	62	7	5	-	-	19	56	12	-	-	-	24	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING	197	3.94	3.60	3.50- 4.64	-	-	2	7	6	8	13	62	7	5	-	-	19	56	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WORKERS, SHIPPING	75	3.49	3.64	3.25- 3.74	-	-	2	-	15	-	9	-	48	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING	75	3.49	3.64	3.25- 3.75	-	-	2	-	15	-	9	-	48	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RECEIVING CLERKS	27	4.16	4.25	3.88- 4.50	-	-	-	1	-	1	-	3	1	2	2	10	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PACKING AND RECEIVING CLERKS	39	4.34	4.30	3.63- 5.14	-	-	-	-	-	7	1	2	-	4	3	6	4	2	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING	31	4.67	4.44	4.05- 5.75	-	-	-	-	-	-	-	2	-	4	3	6	4	2	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	
TRUCKDRIVERS	295	5.28	5.05	4.11- 6.72	-	-	6	-	1	10	18	4	2	11	27	21	30	10	-	9	20	19	-	77	-	-	-	-	-	-	-	-	-	-	30	
MANUFACTURING	59	6.06	7.60	4.05- 7.70	-	-	-	-	1	-	4	-	2	6	4	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	30	
NONMANUFACTURING	236	5.09	4.77	4.11- 6.72	-	-	6	-	-	10	14	4	-	5	23	21	30	10	-	9	8	19	-	77	-	-	-	-	-	-	-	-	-	-	-	
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS)	36	3.74	4.00	3.26- 4.11	-	-	-	-	1	8	4	-	2	2	15	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	45	3.98	4.23	3.25- 4.41	-	-	6	-	-	-	7	-	-	5	2	4	16	-	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING	41	4.00	4.41	3.25- 4.41	-	-	6	-	-	-	7	-	-	1	2	4	16	-	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE)	93	6.30	6.72	6.72- 6.72	-	-	-	-	-	-	-	-	-	-	-	-	10	6	-	-	-	6	-	71	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING	93	6.30	6.72	6.72- 6.72	-	-	-	-	-	-	-	-	-	-	-	-	10	6	-	-	-	6	-	71	-	-	-	-	-	-	-	-	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)	67	4.45	4.21	3.95- 5.30	-	-	-	-	-	2	7	4	-	4	10	17	-	4	-	1	12	-	-	6	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING	54	4.26	4.20	3.80- 4.25	-	-	-	-	-	2	7	4	-	4	9	17	-	4	-	1	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	
WORKERS, POWER (FORKLIFT)	196	4.42	4.38	4.00- 4.70	-	-	-	-	-	5	2	5	9	26	24	30	10	38	15	18	8	1	5	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING	181	4.35	4.21	3.95- 4.70	-	-	-	-	-	5	2	5	9	26	24	30	10	28	15	18	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
HOUSEMEN	74	3.65	3.65	3.20- 4.00	-	-	2	2	9	3	7	6	19	-	18	-	1	4	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING	31	3.85	4.03	3.47- 4.11	-	-	2	-	2	1	1	3	6	-	10	-	-	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING	43	3.51	3.60	3.18- 3.60	-	-	-	2	7	2	6	3	13	-	8	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	35	\$ 4.75	LABORERS, MATERIAL HANDLING -----	252	\$ 4.61
MANUFACTURING -----	35	4.75	MANUFACTURING -----	197	3.94
ELECTRICIANS, MAINTENANCE -----	86	5.45	PACKERS, SHIPPING -----	45	3.57
MANUFACTURING -----	81	5.41	MANUFACTURING -----	45	3.57
HELPERS, MAINTENANCE TRADES -----	57	4.39	RECEIVING CLERKS -----	25	4.18
MANUFACTURING -----	57	4.39			
MACHINE-TOOL OPERATORS, TOOLROOM --	86	5.13	SHIPPING AND RECEIVING CLERKS ----	35	4.34
MANUFACTURING -----	86	5.13	MANUFACTURING -----	27	4.73
MACHINISTS, MAINTENANCE -----	62	5.79	TRUCKDRIVERS -----	295	5.28
MANUFACTURING -----	62	5.74	MANUFACTURING -----	59	6.06
			NONMANUFACTURING -----	236	5.09
MECHANICS, AUTOMOTIVE -----	115	5.63	TRUCKDRIVERS, LIGHT (UNDER		
(MAINTENANCE) -----	103	5.64	I-1/2 TONS) -----	36	3.74
NONMANUFACTURING -----	83	5.85			
PUBLIC UTILITIES -----			TRUCKDRIVERS, MEDIUM (I-1/2 TO		
			AND INCLUDING 4 TONS) -----	45	3.98
MECHANICS, MAINTENANCE -----	139	5.45	NONMANUFACTURING -----	41	4.00
MANUFACTURING -----	139	5.45			
TOOL AND DIE MAKERS -----	220	5.95	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
MANUFACTURING -----	220	5.95	TRAILER TYPE) -----	93	6.30
			NONMANUFACTURING -----	93	6.30
CUSTODIAL AND MATERIAL MOVEMENT			TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
OCCUPATIONS - MEN			OTHER THAN TRAILER TYPE) -----	67	4.45
			NONMANUFACTURING -----	54	4.26
GUARDS AND WATCHMEN -----	288	3.35	TRUCKERS, POWER (FORKLIFT) -----	196	4.42
MANUFACTURING -----	125	4.33	MANUFACTURING -----	181	4.35
GUARDS -----	143	4.27	WAREHOUSEMEN -----	74	3.65
NONMANUFACTURING -----	51	3.40	MANUFACTURING -----	31	3.85
			NONMANUFACTURING -----	43	3.51
WATCHMEN:					
MANUFACTURING -----	33	3.14			
JANITORS, PORTERS, AND CLEANERS ---	435	2.99	CUSTODIAL AND MATERIAL MOVEMENT		
MANUFACTURING -----	123	3.32	OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	312	2.86			
PUBLIC UTILITIES -----	36	4.19	JANITORS, PORTERS, AND CLEANERS ---	41	3.37

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Poughkeepsie—Kingston—Newburgh, N.Y., for selected periods

Industry and occupational group	June 1972 to June 1973	June 1973 to June 1974	June 1974 to June 1975
All industries:			
Office clerical (men and women).....	5.3	7.6	7.8
Electronic data processing (men and women).....	*	*	**
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	6.3	8.5	7.7
Unskilled plant workers (men).....	6.8	6.7	8.7
Manufacturing:			
Office clerical (men and women).....	**	**	**
Electronic data processing (men and women).....	*	*	**
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	5.8	8.5	12.1

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks
in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists						Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40	37 ¹ / ₂		All schedules	40	All schedules	40	37 ¹ / ₂
ESTABLISHMENTS STUDIED -----	116	48	xxx	68	xxx	xxx	117	48	xxx	69	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	26	14	12	12	5	6	41	16	12	25	15	7
UNDER \$82.50 -----	-	-	-	-	-	-	1	-	-	1	-	1
\$82.50 AND UNDER \$85.00 -----	-	-	-	-	-	-	2	-	-	2	1	1
\$85.00 AND UNDER \$87.50 -----	-	-	-	-	-	-	3	-	-	3	3	-
\$87.50 AND UNDER \$90.00 -----	1	-	-	1	-	-	2	1	1	1	-	-
\$90.00 AND UNDER \$92.50 -----	2	1	1	1	1	-	5	1	1	4	3	-
\$92.50 AND UNDER \$95.00 -----	2	2	1	-	-	-	1	1	-	-	-	-
\$95.00 AND UNDER \$97.50 -----	3	1	1	2	-	2	6	1	1	5	2	3
\$97.50 AND UNDER \$100.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$100.00 AND UNDER \$105.00 -----	7	3	3	4	2	2	6	4	3	2	1	-
\$105.00 AND UNDER \$110.00 -----	1	1	1	-	-	-	2	2	2	-	-	-
\$110.00 AND UNDER \$115.00 -----	1	-	-	1	1	-	3	-	-	3	3	-
\$115.00 AND UNDER \$120.00 -----	6	5	4	1	1	-	6	5	4	1	1	-
\$120.00 AND UNDER \$125.00 -----	1	1	1	-	-	-	1	1	-	-	-	-
\$125.00 AND UNDER \$130.00 -----	2	-	-	2	-	2	2	-	-	2	-	2
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	11	4	xxx	7	xxx	xxx	44	20	xxx	24	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	79	30	xxx	49	xxx	xxx	32	12	xxx	20	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	77.7	56.3	11.3	2.5
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	3.1	1.0	.5	(8)
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	74.6	55.3	10.8	2.5
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	37.1	25.1	5.9	2.0
UNIFORM PERCENTAGE DIFFERENTIAL -----	37.0	30.2	4.7	.5
OTHER DIFFERENTIAL -----	.6	-	.1	-
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	17.3	22.1	18.8	22.4
UNIFORM PERCENTAGE DIFFERENTIAL -----	9.3	12.0	9.3	12.4
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
3 AND UNDER 4 CENTS -----	.4	-	(8)	-
10 CENTS -----	17.9	-	2.5	-
12 CENTS -----	1.3	-	.3	-
15 CENTS -----	2.8	7.9	(8)	.4
18 CENTS -----	-	1.0	-	.2
19 CENTS -----	3.1	-	.6	-
20 CENTS -----	-	5.6	-	.4
25 CENTS -----	4.4	3.9	1.2	.7
30 CENTS -----	4.0	3.6	.7	-
32 CENTS -----	-	2.7	-	.3
35 CENTS -----	3.2	.4	.6	(8)
UNIFORM PERCENTAGE:				
5 PERCENT -----	4.9	-	.7	-
7 AND UNDER 8 PERCENT -----	-	2.2	-	-
10 PERCENT -----	32.1	2.1	4.1	(8)
12 AND UNDER 13 PERCENT -----	-	25.9	-	.5

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
32 1/2 HOURS-S DAYS -----	-	-	-	-	(9)	-	(9)	2
35 HOURS-S DAYS -----	13	13	13	-	3	1	6	3
36 HOURS-S DAYS -----	1	2	-	-	-	-	-	-
36 1/4 HOURS-S DAYS -----	2	3	-	-	2	3	2	-
37 HOURS-S DAYS -----	-	-	-	-	2	-	4	-
37 1/2 HOURS-S DAYS -----	4	5	1	-	11	2	26	18
37 3/4 HOURS-S DAYS -----	-	-	-	-	(9)	1	-	-
38 HOURS-S DAYS -----	1	-	3	-	-	-	-	-
38 3/4 HOURS-S DAYS -----	-	-	-	-	4	6	-	-
38 8/10 HOURS-S DAYS -----	-	-	-	-	1	-	2	-
40 HOURS-S DAYS -----	68	70	63	95	76	88	58	76
42 HOURS -----	2	-	8	-	(9)	-	1	-
5 1/2 DAYS -----	-	-	-	-	(9)	-	1	-
6 DAYS -----	2	-	8	-	-	-	-	-
42 1/2 HOURS-S DAYS -----	-	-	-	-	(9)	-	1	-
43 1/2 HOURS-S DAYS -----	2	3	-	-	-	-	-	-
44 HOURS -----	(9)	-	1	-	-	-	-	-
5 DAYS -----	(9)	-	1	-	-	-	-	-
5 1/2 DAYS -----	(9)	-	1	-	-	-	-	-
45 HOURS -----	2	1	3	5	-	-	-	-
5 DAYS -----	2	1	2	2	-	-	-	-
5 1/2 DAYS -----	(9)	-	1	4	-	-	-	-
46 1/4 HOURS-S DAYS -----	1	-	5	-	-	-	-	-
50 HOURS -----	1	1	2	-	-	-	-	-
5 1/2 DAYS -----	(9)	1	-	-	-	-	-	-
6 DAYS -----	1	-	2	-	-	-	-	-
50 1/2 HOURS-S DAYS -----	(9)	-	1	-	-	-	-	-
54 HOURS-6 DAYS -----	1	2	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	39.7	39.5	40.3	40.3	39.4	39.7	38.8	39.2

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
N ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	1	-	2	-	-	-	-	-
N ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	99	100	98	100	100	100	100	100
AVERAGE NUMBER OF PAID HOLIDAYS								
OR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	9.5	9.8	8.6	11.3	10.2	10.5	9.9	11.3
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
0 HOLIDAYS -----	(9)	-	1	-	-	-	-	-
1 HOLIDAYS -----	1	1	-	-	-	-	-	-
2 HOLIDAYS -----	11	2	35	4	9	2	19	2
PLUS 2 HALF DAYS -----	(9)	-	1	-	(9)	-	1	-
3 HOLIDAYS -----	4	3	8	-	2	1	3	-
PLUS 2 HALF DAYS -----	(9)	(9)	-	-	(9)	(9)	-	-
4 HOLIDAYS -----	11	13	5	-	3	3	3	3
PLUS 1 HALF DAY -----	1	1	-	-	(9)	(9)	-	-
5 HOLIDAYS -----	11	13	6	2	6	4	8	-
PLUS 1 HALF DAY -----	6	6	5	-	3	3	2	-
PLUS 2 HALF DAYS -----	6	8	-	-	5	9	-	-
6 HOLIDAYS -----	7	10	1	4	7	5	10	6
PLUS 1 HALF DAY -----	1	1	2	-	(9)	(9)	-	-
7 HOLIDAYS -----	32	37	17	39	55	70	31	30
PLUS 2 HALF DAYS -----	(9)	-	1	-	(9)	-	1	-
8 HOLIDAYS -----	6	4	12	48	5	1	11	56
PLUS 1 HALF DAY -----	1	1	-	-	(9)	(9)	-	-
9 HOLIDAYS -----	1	-	4	3	2	-	6	2
PLUS 1 HALF DAY -----	-	-	-	-	1	-	4	-
4 HOLIDAYS -----	(9)	-	(9)	-	(9)	-	(9)	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
5 DAYS OR MORE -----	99	100	97	100	100	100	100	100
6 DAYS OR MORE -----	98	99	97	100	100	100	100	100
7 DAYS OR MORE -----	87	97	62	96	91	98	81	98
8 DAYS OR MORE -----	83	94	53	96	89	97	77	98
9 1/2 DAYS OR MORE -----	72	81	48	96	86	94	74	94
10 DAYS OR MORE -----	71	80	48	96	86	93	74	94
11 1/2 DAYS OR MORE -----	60	67	42	95	80	89	66	94
12 DAYS OR MORE -----	55	61	37	95	77	86	64	94
13 1/2 DAYS OR MORE -----	42	44	36	90	65	73	53	88
14 DAYS OR MORE -----	40	42	34	90	65	72	53	88
15 DAYS OR MORE -----	8	5	17	51	10	2	22	58
16 1/2 DAYS OR MORE -----	2	1	4	3	4	(9)	10	2
17 DAYS OR MORE -----	1	-	4	3	4	-	10	2
18 1/2 DAYS OR MORE -----	(9)	-	(9)	-	2	-	4	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers
in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	92	91	97	100	99	99	100	100
Martin Luther King's Birthday	3	4	-	-	(⁹)	1	-	-
Lincoln's Birthday	3	1	9	27	15	1	39	23
Lincoln's Birthday, half day	1	-	5	-	(⁹)	-	1	-
Washington's Birthday	40	38	45	96	34	12	68	98
Good Friday	45	52	25	75	26	29	23	76
Good Friday, half day	4	6	1	-	2	3	1	-
Easter Sunday	1	-	4	-	(⁹)	-	(⁹)	-
Memorial Day	98	99	96	100	99	100	99	100
Fourth of July	97	98	96	100	99	99	99	100
Labor Day	99	100	95	100	99	100	99	100
Columbus Day	19	15	28	96	25	3	59	98
Veterans Day	4	1	14	49	14	1	36	41
Election Day	17	17	19	72	20	4	46	76
Thanksgiving Day	99	100	98	100	99	100	99	100
Day after Thanksgiving	30	35	16	45	28	30	25	53
Christmas Eve	14	15	12	45	12	13	12	53
Christmas Eve, half day	8	11	1	-	8	9	6	-
Christmas Day	99	100	98	100	100	100	100	100
New Year's Eve	5	7	-	-	3	5	-	-
New Year's Eve, half day	7	10	2	-	6	9	2	-
Floating holiday, 1 day ¹³	11	14	3	3	7	6	9	2
Floating holiday, 2 days ¹³	5	7	1	-	3	4	(⁹)	-
Floating holiday, 5 days ¹³	20	26	5	-	37	59	2	-
Employee's birthday	15	14	18	18	10	11	8	13
Employee's anniversary	2	-	7	-	1	-	4	-
Personal holiday, 1 day	3	1	8	-	1	(⁹)	1	-
Personal holiday, 2 days	2	2	(⁹)	-	4	6	2	-
Personal holiday, 3 days	2	1	4	-	4	(⁹)	11	-
Personal holiday, 4 days	1	-	3	-	(⁹)	-	(⁹)	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	(9)	-	1	-	(9)	(9)	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	99	100	99	99	100	100
LENGTH-OF-TIME PAYMENT -----	89	85	99	100	99	99	100	100
PERCENTAGE PAYMENT -----	7	10	-	-	-	-	-	-
OTHER PAYMENT -----	4	6	-	-	-	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	20	24	8	-	8	10	4	-
1 WEEK -----	43	43	43	71	78	84	68	78
OVER 1 AND UNDER 2 WEEKS -----	5	6	2	5	2	1	4	1
2 WEEKS -----	-	-	-	-	1	-	2	-
1 YEAR OF SERVICE:								
UNDER 1 WEEK -----	3	2	5	-	(9)	-	1	-
1 WEEK -----	38	37	42	24	11	10	12	21
OVER 1 AND UNDER 2 WEEKS -----	3	4	1	-	(9)	-	(9)	-
2 WEEKS -----	51	52	51	71	88	90	85	78
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	1	-	2	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	5	(9)	-	(9)	1
2 YEARS OF SERVICE:								
1 WEEK -----	13	13	13	5	2	1	4	5
OVER 1 AND UNDER 2 WEEKS -----	4	5	1	-	1	1	(9)	-
2 WEEKS -----	76	73	84	91	93	92	94	94
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	(9)	(9)	-	-
3 WEEKS -----	3	4	1	-	4	6	2	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	5	(9)	-	(9)	1
3 YEARS OF SERVICE:								
1 WEEK -----	3	2	5	4	1	(9)	2	2
OVER 1 AND UNDER 2 WEEKS -----	3	5	-	-	(9)	(9)	-	-
2 WEEKS -----	86	84	92	92	94	93	95	97
OVER 2 AND UNDER 3 WEEKS -----	4	6	1	-	(9)	(9)	-	-
3 WEEKS -----	3	4	1	-	4	6	2	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	5	(9)	-	(9)	1
4 YEARS OF SERVICE:								
1 WEEK -----	3	2	5	4	1	(9)	2	2
OVER 1 AND UNDER 2 WEEKS -----	3	5	-	-	(9)	(9)	-	-
2 WEEKS -----	85	83	92	92	94	93	95	97
OVER 2 AND UNDER 3 WEEKS -----	5	6	1	-	(9)	(9)	-	-
3 WEEKS -----	3	4	1	-	4	6	2	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	5	(9)	-	(9)	1
5 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	1	-	2	-
OVER 1 AND UNDER 2 WEEKS -----	2	3	-	-	(9)	(9)	-	-
2 WEEKS -----	54	43	83	93	44	20	81	93
OVER 2 AND UNDER 3 WEEKS -----	9	13	1	-	1	1	-	-
3 WEEKS -----	33	41	10	3	55	79	17	6
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	5	(9)	-	(9)	1

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
10 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
OVER 1 AND UNDER 2 WEEKS -----	1	2	-	-	-	-	-	-
2 WEEKS -----	15	17	11	4	6	3	10	4
OVER 2 AND UNDER 3 WEEKS -----	6	8	-	-	(9)	(9)	-	-
3 WEEKS -----	48	39	71	92	47	27	79	95
OVER 3 AND UNDER 4 WEEKS -----	1	1	2	5	2	(9)	5	1
4 WEEKS -----	27	33	11	-	44	70	4	-
12 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
OVER 1 AND UNDER 2 WEEKS -----	1	2	-	-	-	-	-	-
2 WEEKS -----	15	16	11	4	5	3	9	4
OVER 2 AND UNDER 3 WEEKS -----	6	8	-	-	-	-	-	-
3 WEEKS -----	45	36	70	92	47	27	80	95
OVER 3 AND UNDER 4 WEEKS -----	3	4	2	5	2	(9)	5	1
4 WEEKS -----	27	33	12	-	44	70	4	-
5 WEEKS -----	1	2	-	-	(9)	(9)	-	-
15 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
2 WEEKS -----	13	15	10	4	2	1	4	4
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	-	-	-	-
3 WEEKS -----	37	31	53	89	42	21	75	89
OVER 3 AND UNDER 4 WEEKS -----	3	4	1	-	3	1	5	-
4 WEEKS -----	39	43	30	3	52	76	15	6
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	5	(9)	-	(9)	1
5 WEEKS -----	1	2	-	-	(9)	(9)	-	-
20 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
2 WEEKS -----	13	15	10	4	2	1	4	4
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	-	-	-	-
3 WEEKS -----	21	20	25	-	14	5	29	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	36	30	51	92	42	30	61	95
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	(9)	1	(9)	(9)	(9)	1
5 WEEKS -----	24	30	8	-	41	64	5	-
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	1	3	-	-	-	-
25 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
2 WEEKS -----	13	15	10	4	2	1	4	4
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	-	-	-	-
3 WEEKS -----	14	14	15	-	10	4	19	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	31	28	40	20	37	29	51	16
OVER 4 AND UNDER 5 WEEKS -----	2	3	(9)	1	3	1	5	1
5 WEEKS -----	32	33	29	72	48	65	20	79
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	1	3	-	-	-	-
6 WEEKS -----	1	1	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER 14 - CONTINUED								
30 YEARS OF SERVICE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
2 WEEKS -----	13	15	10	4	2	1	4	4
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	-	-	-	-
3 WEEKS -----	14	14	15	-	10	4	19	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	30	25	40	20	32	23	47	16
OVER 4 AND UNDER 5 WEEKS -----	2	3	(9)	1	3	1	5	1
5 WEEKS -----	33	35	29	72	53	71	24	79
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	1	3	-	-	-	-
6 WEEKS -----	1	1	-	-	-	-	-	-
MAXIMUM VACATION AVAILABLE:								
1 WEEK -----	1	-	4	-	(9)	-	1	-
2 WEEKS -----	13	15	10	4	2	1	4	4
OVER 2 AND UNDER 3 WEEKS -----	4	6	-	-	-	-	-	-
3 WEEKS -----	14	14	15	-	10	4	19	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	30	25	40	20	32	23	47	16
OVER 4 AND UNDER 5 WEEKS -----	2	3	(9)	1	1	1	(9)	1
5 WEEKS -----	33	35	28	72	53	71	24	79
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	1	3	-	-	-	-
6 WEEKS -----	1	1	1	-	1	-	2	-
7 WEEKS -----	-	-	-	-	1	-	4	-

See footnotes at end of tables.

B-6. Health, insurance, and pension plans for full-time workers in Poughkeepsie—Kingston—Newburgh, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	98	98	98	100	99	99	99	100
LIFE INSURANCE -----	93	97	82	100	94	99	86	100
NONCONTRIBUTORY PLANS -----	83	90	62	55	80	85	71	47
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	49	47	56	82	42	32	57	86
NONCONTRIBUTORY PLANS -----	42	43	40	37	29	18	46	33
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	78	78	78	96	93	96	89	96
SICKNESS AND ACCIDENT INSURANCE -----	35	37	29	51	23	14	38	39
NONCONTRIBUTORY PLANS -----	27	29	22	51	15	6	30	39
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	45	46	42	50	80	91	63	65
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	9	2	28	39	8	2	17	30
LONG-TERM DISABILITY INSURANCE -----	23	29	6	-	54	72	24	-
NONCONTRIBUTORY PLANS -----	23	29	5	-	48	67	17	-
HOSPITALIZATION INSURANCE -----	91	95	80	100	89	98	74	100
NONCONTRIBUTORY PLANS -----	78	80	72	100	73	89	47	100
SURGICAL INSURANCE -----	91	95	80	100	89	98	74	100
NONCONTRIBUTORY PLANS -----	77	79	72	100	72	88	47	100
MEDICAL INSURANCE -----	87	91	75	100	88	98	71	100
NONCONTRIBUTORY PLANS -----	74	76	69	100	71	87	46	100
MAJOR MEDICAL INSURANCE -----	68	69	66	93	88	91	83	95
NONCONTRIBUTORY PLANS -----	56	55	59	93	71	80	56	95
DENTAL INSURANCE -----	38	40	33	49	46	64	19	55
NONCONTRIBUTORY PLANS -----	37	39	33	49	44	62	14	55
RETIREMENT PENSION -----	80	84	68	96	87	94	75	98
NONCONTRIBUTORY PLANS -----	70	75	55	96	75	89	53	98

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 82² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 82 areas are 12 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Orlando, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh, N.C.; Syracuse, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employee contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to an employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Poughkeepsie—Kingston—Newburgh, N.Y.,¹ June 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS -----	-	399	119	80,150	100	42,713	9,512	47,629
MANUFACTURING -----	50	209	50	53,690	67	30,869	5,820	34,288
NONMANUFACTURING -----	-	190	69	26,460	33	11,844	3,692	13,341
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	26	12	4,793	6	2,865	575	3,040
WHOLESALE TRADE -----	50	21	7	2,125	3	(⁶)	(⁶)	822
RETAIL TRADE -----	50	83	23	12,813	16	(⁶)	(⁶)	6,065
FINANCE, INSURANCE, AND REAL ESTATE -----	50	32	12	3,854	5	(⁷)	(⁶)	1,977
SERVICES ⁸ -----	50	28	15	2,875	4	(⁶)	(⁶)	1,437

¹ The Poughkeepsie—Kingston—Newburgh area consists of Dutchess, Orange, and Ulster Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

NOTE: The geographic scope of past surveys in the Poughkeepsie—Kingston—Newburgh area consisted of Dutchess, Orange, Ulster, and Putnam Counties. The present survey does not include Putnam County. The exclusion of Putnam County had little impact on the survey results.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Poughkeepsie—Kingston—Newburgh, N.Y., June 1975:

	Plant workers	Office workers
All industries.....	45	10
Manufacturing.....	48	6
Nonmanufacturing.....	35	16
Public utilities.....	92	86

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers are covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Industrial composition in manufacturing

Two-thirds of the workers within scope of the survey in the Poughkeepsie—Kingston—Newburgh area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Machinery, except electrical ... 35	Office and computing machines 28
Electrical equipment and supplies..... 21	Electronic components and accessories..... 18
Printing and publishing..... 6	
Apparel and other textile products..... 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions though previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

Listed below are revised occupational titles introduced this year to eliminate sex stereotypes in the titles:

<u>Revised title</u>	<u>Former title</u>
Drafter	Draftsman
Drafter-tracer	Draftsman-tracer
Boiler tender	Fireman, stationary boiler

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts and transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairmen of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, and steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping container the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

check in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

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An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

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A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

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¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed

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AREA WAGE SURVEY

Buffalo, New York, Metropolitan Area
October 1975

Bulletin 1850-69



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Bureau of Labor Statistics

Preface

This bulletin provides results of an October 1975 survey of occupational earnings and supplementary wage benefits in the Buffalo, New York, Standard Metropolitan Statistical Area (Erie and Niagara Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupation category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Buffalo survey was conducted by the Bureau's regional office in New York, N.Y., under the general direction of Tony Ferrara, Acting Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Buffalo area are available for the machinery (February 1973), nursing homes (May 1973), hotels and motels (June 1973), auto dealer repair shops (June 1973), department stores (September 1973), and fluid milk (October 1973) industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

REA WAGE SURVEY

Bulletin 1850-69
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Buffalo, New York, Metropolitan Area, October 1975

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BLS Regional Offices listed on back cover. Price 95 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	\$ 70	\$ 75	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300				
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
						75	80	85	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	over				
ALL WORKERS																														
ERS, MACHINE (BILLING			\$	\$	\$	\$																								
INE) -----	82	39.5	187.00	197.50	140.00-242.00	-	-	-	6	-	-	7	3	3	10	11	-	1	-	-	2	-	39	-	-	-	-			
ONMANUFACTURING -----	54	39.5	212.50	241.00	219.50-246.00	-	-	-	6	-	-	-	-	-	7	-	-	-	-	-	2	-	39	-	-	-	-			
PUBLIC UTILITIES -----	41	40.0	243.00	242.00	241.00-246.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	39	-	-	-	-			
KS, ACCOUNTING, CLASS A -----	488	39.0	201.00	184.50	151.50-263.00	-	-	-	-	3	8	9	22	23	43	42	48	25	38	28	29	24	23	38	85	-	-			
ANUFACTURING -----	295	39.5	222.00	219.00	165.50-279.00	-	-	-	-	-	-	-	5	6	17	27	25	12	21	14	22	22	22	30	72	-				
ONMANUFACTURING -----	193	38.5	169.00	160.00	136.50-186.50	-	-	-	-	3	8	9	17	17	26	15	23	13	17	14	7	2	1	8	13	-				
PUBLIC UTILITIES -----	40	39.5	232.00	268.50	171.50-288.00	-	-	-	-	-	-	-	3	-	-	-	7	2	4	-	1	1	1	8	13	-				
KS, ACCOUNTING, CLASS B -----	727	39.0	139.00	126.50	112.00-156.50	-	-	8	22	61	65	99	116	86	37	75	46	15	3	14	36	14	22	8	-	-				
ANUFACTURING -----	266	39.5	153.00	139.00	127.50-173.00	-	-	-	-	-	4	26	54	66	11	19	15	13	3	13	18	11	13	-	-	-				
ONMANUFACTURING -----	461	38.5	131.00	120.00	102.00-151.50	-	-	8	22	61	61	73	62	20	26	56	31	2	-	1	18	3	9	8	-	-				
PUBLIC UTILITIES -----	45	39.0	223.00	219.50	211.50-251.50	-	-	-	-	-	-	-	-	-	2	1	1	2	-	1	18	3	9	8	-	-				
RETAIL TRAOE -----	170	39.0	110.00	102.00	94.00-116.00	-	-	8	17	44	37	23	7	6	15	5	8	-	-	-	-	-	-	-	-	-				
KS, FILE, CLASS C -----	128	37.5	103.50	95.50	85.00-114.00	-	18	11	21	21	12	24	4	1	10	4	-	-	1	-	-	1	-	-	-	-				
ONMANUFACTURING -----	117	37.5	100.00	94.00	85.00-113.00	-	18	11	21	21	11	23	4	-	3	3	-	-	1	-	-	1	-	-	-	-				
KS, OROR -----	243	39.5	152.50	145.00	124.50-181.00	-	-	-	6	12	12	16	49	17	18	19	13	10	35	3	16	12	-	5	-	-				
ANUFACTURING -----	110	39.5	170.50	166.50	145.00-187.50	-	-	-	-	-	4	-	16	2	12	9	13	10	18	3	12	9	-	2	-	-				
ONMANUFACTURING -----	133	39.5	138.00	126.50	110.50-159.50	-	-	-	6	12	8	16	33	15	6	10	-	-	17	-	4	3	-	3	-	-				
KS, PAYROLL -----	151	39.0	201.00	182.00	147.00-265.00	-	-	-	-	-	-	6	20	3	18	22	-	5	6	-	11	13	7	8	32	-				
ANUFACTURING -----	131	39.0	210.50	217.50	147.00-275.50	-	-	-	-	-	-	-	20	-	18	11	-	5	6	-	11	13	7	8	32	-				
INCH OPERATORS, CLASS A -----	310	39.5	176.00	170.00	147.00-215.50	-	-	-	-	4	7	9	5	30	29	34	35	54	12	2	16	62	7	4	-	-				
ANUFACTURING -----	215	40.0	184.00	172.50	155.00-229.50	-	-	-	-	-	-	1	1	18	21	32	20	37	12	2	5	57	5	4	-	-				
ONMANUFACTURING -----	95	38.0	158.50	160.00	131.50-175.00	-	-	-	-	4	7	8	4	12	8	2	15	17	-	-	11	5	2	-	-	-				
PUBLIC UTILITIES -----	28	39.0	201.50	215.50	170.00-217.00	-	-	-	-	-	-	-	-	-	-	-	6	4	-	-	11	5	2	-	-	-				
INCH OPERATORS, CLASS B -----	347	39.0	135.00	126.00	113.50-146.00	-	-	11	-	12	26	56	80	53	44	17	10	5	3	11	2	9	8	-	-	-				
ANUFACTURING -----	118	39.5	154.50	145.00	127.00-162.00	-	-	-	-	-	1	5	27	14	29	10	10	4	1	-	-	9	8	-	-	-				
ONMANUFACTURING -----	229	39.0	124.50	120.00	110.00-133.00	-	-	11	-	12	25	51	53	39	15	7	-	1	2	11	2	-	-	-	-	-				
PUBLIC UTILITIES -----	29	39.0	168.00	186.50	152.50-194.50	-	-	-	-	-	-	4	3	-	-	6	-	1	2	11	2	-	-	-	-	-				
NGERS -----	154	38.5	116.50	107.00	90.00-137.00	1	2	5	5	42	31	11	5	17	15	7	7	-	-	3	2	1	-	-	-	-				
ANUFACTURING -----	60	39.0	132.00	131.00	106.00-148.50	-	-	-	-	2	18	5	4	6	10	7	5	-	-	-	2	1	-	-	-	-				
ONMANUFACTURING -----	94	38.0	106.50	94.00	90.00-113.50	1	2	5	5	40	13	6	1	11	5	-	2	-	-	3	-	-	-	-	-	-				
CTARIES -----	1,347	39.0	186.00	178.00	153.00-211.50	-	-	-	-	1	7	16	42	103	129	157	145	93	104	101	162	102	83	42	28	32				
ANUFACTURING -----	894	39.5	191.50	184.00	156.50-218.00	-	-	-	-	-	2	5	20	55	72	99	99	60	70	84	118	67	64	23	26	30				
ONMANUFACTURING -----	453	38.0	175.50	163.00	146.50-204.00	-	-	-	-	1	5	11	22	48	57	58	46	33	34	17	44	35	19	19	2	2				
PUBLIC UTILITIES -----	87	38.5	224.50	236.50	204.50-243.00	-	-	-	-	-	-	-	-	-	-	5	3	3	4	5	13	28	13	11	-	2				
RETAIL TRADE -----	70	39.0	156.50	148.50	145.50-165.00	-	-	-	-	1	2	2	2	9	20	14	4	2	6	2	4	-	1	1	-	-				
RETARIES, CLASS A -----	94	39.0	209.00	210.50	161.50-232.50	-	-	-	-	-	-	-	-	2	-	11	12	-	10	4	18	15	10	7	3	2				
ANUFACTURING -----	60	39.5	223.50	224.50	200.00-244.50	-	-	-	-	-	-	-	-	-	-	1	7	-	4	1	13	15	10	5	3	1				
RETARIES, CLASS B -----	279	38.5	203.50	191.00	170.00-225.00	-	-	-	-	-	-	-	-	3	10	19	38	32	33	23	43	25	12	19	10	12				
ANUFACTURING -----	168	39.5	208.50	194.50	174.50-226.50	-	-	-	-	-	-	-	-	1	1	12	25	18	18	13	29	22	5	4	8	12				
ONMANUFACTURING -----	111	38.0	196.50	185.00	166.50-218.00	-	-	-	-	-	-	-	-	2	9	7	13	14	15	10	14	3	7	15	2	-				
PUBLIC UTILITIES -----	27	38.5	215.00	204.50	183.50-266.50	-	-	-	-	-	-	-	-	-	-	1	3	3	3	2	5	-	1	9	-	-				

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Buffalo, N.Y., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 75	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	and over					
						75	80	85	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	over						
ALL WORKERS-- CONTINUED																																
SECRETARIES - CONTINUED																																
SECRETARIES, CLASS C -----	533	39.0	193.50	185.00	157.00-225.50	-	-	-	-	-	-	1	7	37	40	58	70	34	38	30	70	52	51	12	15	18						
MANUFACTURING -----	349	39.5	199.50	192.50	161.00-238.50	-	-	-	-	-	-	1	15	26	35	47	18	25	27	47	26	40	10	15	17							
NONMANUFACTURING -----	184	38.5	181.50	170.00	152.50-211.50	-	-	-	-	-	1	6	22	14	23	23	16	13	3	23	26	11	2	-	1							
PUBLIC UTILITIES -----	45	38.5	233.50	236.50	225.00-243.00	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	6	22	11	2	-	1						
SECRETARIES, CLASS O -----	441	39.0	161.50	152.50	138.50-186.50	-	-	-	-	1	7	15	35	61	79	69	25	27	23	44	31	10	10	4	-	-						
MANUFACTURING -----	317	39.5	167.50	157.50	142.00-192.00	-	-	-	-	2	5	19	39	45	51	20	24	23	43	29	4	9	4	-	-							
NONMANUFACTURING -----	124	38.5	146.00	144.50	130.00-152.00	-	-	-	-	1	5	10	16	22	34	18	5	3	-	1	2	6	1	-	-							
STENOGRAPHERS, GENERAL -----	595	38.5	149.00	139.00	124.00-170.00	-	-	-	-	10	46	69	86	93	74	28	38	34	24	8	67	4	13	1	-	-						
MANUFACTURING -----	283	39.5	158.00	149.50	133.50-179.00	-	-	-	-	18	12	30	42	43	18	26	26	18	6	28	4	11	1	-	-							
NONMANUFACTURING -----	312	38.0	140.50	131.50	116.50-150.00	-	-	-	-	10	28	57	56	51	31	10	12	8	6	2	39	-	2	-	-							
STENOGRAPHERS, SENIOR -----	508	39.0	168.50	164.00	145.00-187.00	-	-	-	-	2	5	16	36	42	58	57	73	58	56	19	23	53	3	7	-	-						
MANUFACTURING -----	247	39.5	183.00	180.00	161.00-217.50	-	-	-	-	-	3	15	15	10	15	47	18	34	11	20	52	2	5	-	-							
NONMANUFACTURING -----	261	38.5	155.00	151.50	139.00-173.00	-	-	-	-	2	5	13	21	27	48	42	26	40	22	8	3	1	1	2	-	-						
SWITCHBOARD OPERATORS -----	128	38.5	146.50	140.00	115.00-175.00	-	6	-	7	10	7	4	4	15	20	10	6	13	8	1	13	-	3	1	-	-						
NONMANUFACTURING -----	84	38.0	131.00	137.00	99.00-151.00	-	6	-	7	10	7	3	3	12	14	6	5	1	2	-	8	-	-	-	-							
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	261	39.0	132.00	122.00	115.00-142.50	-	-	11	3	25	14	30	68	41	9	6	19	12	13	1	1	1	7	-	-							
MANUFACTURING -----	119	39.0	139.50	130.00	120.00-157.00	-	-	-	-	-	6	19	34	16	9	6	7	8	10	1	1	-	2	-	-							
NONMANUFACTURING -----	142	39.0	125.50	120.00	96.50-137.00	-	-	11	3	25	8	11	34	25	-	-	12	4	3	-	-	1	5	-	-							
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	61	39.0	144.00	144.00	124.00-161.00	-	-	-	-	1	1	8	9	7	5	10	12	8	-	-	-	-	-	-	-							
TYPISTS, CLASS A -----	253	38.5	141.00	128.00	107.50-163.50	-	-	-	-	16	56	35	28	19	11	18	13	12	8	2	21	10	3	1	-	-						
MANUFACTURING -----	118	39.5	165.50	158.50	133.50-183.50	-	-	-	-	-	-	10	14	12	10	18	9	11	7	2	11	10	3	1	-	-						
NONMANUFACTURING -----	135	37.5	120.00	108.00	103.00-123.00	-	-	-	-	16	56	25	14	7	1	-	4	1	1	-	10	-	-	-	-							
TYPISTS, CLASS B -----	480	38.5	126.00	123.50	110.00-138.50	-	-	2	21	34	55	99	92	70	32	32	14	11	11	2	1	4	-	-	-							
MANUFACTURING -----	232	39.5	133.50	128.00	115.00-146.50	-	-	-	-	3	19	47	52	41	20	22	14	9	4	-	1	-	-	-	-							
NONMANUFACTURING -----	248	37.5	119.50	115.00	102.50-130.00	-	-	2	21	31	36	52	40	29	12	10	-	2	7	2	-	4	-	-	-							
PUBLIC UTILITIES -----	29	38.0	162.00	175.00	115.00-187.50	-	-	-	-	1	-	7	-	2	1	3	-	2	7	2	-	4	-	-	-							

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																												
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 75	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over								
						75	80	85	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	over								
ALL WORKERS																																		
ACCOUNTING, CLASS A	313	39.5	217.50	218.50	158.50-281.00	-	-	-	-	3	6	9	8	16	21	18	19	12	25	9	13	12	21	38	83	-	-							
MANUFACTURING	211	39.5	238.50	258.00	185.50-289.00	-	-	-	-	-	-	-	-	6	6	8	13	9	19	9	11	10	20	30	70	-	-							
MANUFACTURING	102	38.5	174.00	149.50	129.50-197.00	-	-	-	-	3	6	9	8	10	15	10	6	3	6	-	2	2	1	8	13	-	-							
ACCOUNTING, CLASS B	404	38.5	145.50	133.50	106.00-167.00	-	-	3	16	49	52	39	34	24	32	29	37	5	3	5	32	14	22	8	-	-	-							
MANUFACTURING	110	39.5	172.00	161.50	133.00-210.50	-	-	-	-	-	2	11	11	16	11	2	7	5	3	4	14	11	13	-	-	-	-							
MANUFACTURING	294	38.5	136.00	120.00	100.50-159.00	-	-	3	16	49	50	28	23	8	21	27	30	-	-	1	18	3	9	8	-	-	-							
PUBLIC UTILITIES	39	39.0	232.50	228.50	211.50-254.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	18	3	9	8	-	-	-							
RETAIL TRADE	136	38.5	112.00	102.00	94.00-126.00	-	-	3	11	40	30	17	4	3	15	5	8	-	-	-	-	-	-	-	-	-	-							
FILE, CLASS C	72	37.5	108.50	97.00	88.00-123.50	-	8	3	10	16	6	9	4	1	10	4	-	-	1	-	-	-	-	-	-	-	-							
MANUFACTURING	62	37.0	103.00	95.00	88.00-116.00	-	8	3	10	16	5	9	4	-	3	3	-	-	1	-	-	-	-	-	-	-	-							
ORDER	73	38.5	169.00	178.50	147.00-188.00	-	-	-	5	6	-	-	2	2	5	4	3	10	18	3	12	1	-	2	-	-	-							
MANUFACTURING	61	39.0	183.00	181.00	170.50-198.00	-	-	-	-	-	-	-	2	2	4	4	3	10	18	3	12	1	-	2	-	-	-							
CH OPERATORS, CLASS A	254	39.5	182.00	175.00	152.50-229.50	-	-	-	-	4	6	7	4	17	23	28	15	47	12	2	16	62	7	4	-	-	-							
MANUFACTURING	174	40.0	192.00	178.50	156.00-229.50	-	-	-	-	-	-	-	1	7	15	26	6	34	12	2	5	57	5	4	-	-	-							
MANUFACTURING	80	38.0	160.00	157.50	130.00-175.00	-	-	-	-	4	6	7	3	10	8	2	9	13	-	-	11	5	2	-	-	-	-							
CH OPERATORS, CLASS B	183	39.0	145.50	136.00	120.00-161.50	-	-	2	-	12	14	17	31	26	24	9	10	5	3	11	2	9	8	-	-	-	-							
MANUFACTURING	79	39.5	164.50	149.00	135.50-171.50	-	-	-	-	-	1	4	9	9	20	4	10	4	1	-	-	9	8	-	-	-	-							
MANUFACTURING	104	38.5	131.00	125.00	109.50-137.00	-	-	2	-	12	13	13	22	17	4	5	-	1	2	11	2	-	-	-	-	-	-							
ERS	104	38.5	122.50	110.00	97.00-144.00	1	2	5	5	14	24	7	3	10	13	7	7	-	-	3	2	1	-	-	-	-	-							
MANUFACTURING	52	39.0	133.50	133.00	105.50-152.00	-	-	-	-	2	15	4	2	6	8	7	5	-	-	-	2	1	-	-	-	-	-							
MANUFACTURING	52	37.5	111.50	100.00	89.50-136.50	1	2	5	5	12	9	3	1	4	5	-	2	-	-	3	-	-	-	-	-	-	-							
ARIES	1,003	39.0	191.00	186.00	155.00-220.50	-	-	-	-	1	6	16	29	81	81	97	80	71	67	87	133	96	71	33	22	32	32							
MANUFACTURING	656	39.5	200.50	196.50	163.50-229.00	-	-	-	-	-	1	5	8	38	32	56	49	45	53	73	101	63	61	19	22	30	30							
MANUFACTURING	347	38.0	172.50	161.00	142.00-200.50	-	-	-	-	1	5	11	21	43	49	41	31	26	14	14	32	33	10	14	-	2	2							
PUBLIC UTILITIES	59	38.5	236.00	236.50	227.50-243.00	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	8	26	7	11	-	2	2							
RETAIL TRADE	63	39.0	155.50	148.50	141.00-162.50	-	-	-	-	1	2	2	2	9	20	10	3	1	6	2	3	-	1	1	-	-	-							
ETARIES, CLASS A	58	39.5	230.50	226.00	210.00-251.00	-	-	-	-	-	-	-	-	2	-	1	-	-	5	2	11	15	10	7	3	2	2							
ETARIES, CLASS B	183	39.0	213.50	201.00	175.00-234.50	-	-	-	-	-	-	-	-	3	4	11	18	21	9	20	30	24	9	14	8	12	12							
MANUFACTURING	112	39.5	223.50	213.00	184.00-242.00	-	-	-	-	-	-	-	-	1	1	6	8	9	7	11	19	21	5	4	8	*12	12							
MANUFACTURING	71	38.0	197.00	195.50	167.00-218.00	-	-	-	-	-	-	-	-	2	3	5	10	12	2	9	11	3	4	10	-	-	-							
ETARIES, CLASS C	425	39.0	196.50	191.50	157.50-236.50	-	-	-	-	-	-	1	7	32	32	39	41	26	31	24	61	47	45	10	11	18	18							
MANUFACTURING	279	39.5	205.00	200.00	167.00-243.00	-	-	-	-	-	-	-	1	15	18	19	25	14	22	21	46	23	39	8	11	17	17							
MANUFACTURING	146	38.5	180.00	168.00	148.50-209.50	-	-	-	-	-	-	1	6	17	14	20	16	12	9	3	15	24	6	2	-	1	1							
PUBLIC UTILITIES	34	38.5	237.00	236.50	236.50-241.50	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	20	6	2	-	-	-							
ETARIES, CLASS D	337	39.0	165.00	155.50	139.00-192.00	-	-	-	-	1	6	15	22	44	45	46	21	24	22	41	31	10	7	2	-	-	-							
MANUFACTURING	220	39.5	175.50	178.50	155.00-199.50	-	-	-	-	-	1	5	7	22	13	30	16	22	22	40	29	4	7	2	-	-	-							
MANUFACTURING	117	38.5	145.00	143.50	130.00-150.00	-	-	-	-	1	5	10	15	22	32	16	5	2	-	1	2	6	-	-	-	-	-							
APHERS, GENERAL	382	39.0	153.00	142.00	124.00-178.00	-	-	-	-	10	25	36	48	63	45	18	33	10	15	8	55	4	11	1	-	-	-							
MANUFACTURING	200	39.5	161.00	149.50	135.50-180.50	-	-	-	-	-	3	7	20	42	29	14	23	9	15	6	16	4	11	1	-	-	-							
MANUFACTURING	182	38.0	144.50	133.00	114.00-164.00	-	-	-	-	10	22	29	28	21	16	4	10	1	-	2	39	-	-	-	-	-	-							

Workers were distributed as follows: 1 at \$300 to \$320; 5 at \$320 to \$340; and 6 at \$340 to \$360.

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Buffalo, N.Y., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	Under \$ 130	\$ 130 and under 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440				
ALL WORKERS																														
OPERATORS, CLASS A ----- MANUFACTURING -----	121 90	39.5 40.0	\$234.50 252.00	\$220.00 248.00	\$190.00-299.00 209.50-299.00	-	1	1	5	3	10	10	10	19	16	4	1	38	1	-	1	1	-	-	-	-	-			
OPERATORS, CLASS B ----- MANUFACTURING ----- NONMANUFACTURING -----	195 92 103	39.0 39.5 38.5	193.00 214.00 174.00	177.50 184.50 164.50	160.50-202.00 174.50-254.50 150.00-192.00	7	4	12	23	34	22	27	8	15	11	7	8	5	4	4	4	-	-	-	-	-	-			
PROGRAMMERS, CLASS A ----- MANUFACTURING ----- NONMANUFACTURING -----	138 58 80	39.0 39.5 38.0	292.00 306.50 281.00	288.50 290.00 288.50	258.50-319.50 261.50-353.00 251.00-313.50	-	-	-	-	-	1	2	3	8	7	18	20	23	21	10	8	6	1	6	4	-				
PROGRAMMERS, CLASS B ----- MANUFACTURING ----- NONMANUFACTURING -----	224 180	39.0 39.0	229.00 225.50	226.00 225.00	203.50-257.50 200.00-251.00	-	-	-	-	10	4	14	19	58	42	30	22	18	5	1	1	-	-	-	-	-	-			
SYSTEMS ANALYSTS, CLASS A ----- MANUFACTURING ----- NONMANUFACTURING -----	114 62 52	39.5 40.0 39.0	344.50 351.50 335.50	339.00 343.00 336.00	319.00-380.50 322.50-378.00 309.00-384.00	-	-	-	-	-	-	-	-	-	3	4	1	4	17	28	19	9	19	4	5	1				
SYSTEMS ANALYSTS, CLASS B ----- MANUFACTURING ----- NONMANUFACTURING -----	118 57 61	39.5 40.0 39.0	290.50 294.00 287.00	296.00 296.50 288.50	269.00-316.00 271.50-311.00 251.50-326.50	-	-	-	-	-	-	-	-	4	9	14	9	30	25	18	7	1	-	-	1	-				
ERS, CLASS A ----- MANUFACTURING ----- NONMANUFACTURING -----	363 281 82	39.5 39.5 40.0	289.50 296.50 265.00	280.00 290.00 277.50	238.00-309.50 238.00-350.50 244.00-290.00	-	-	-	-	-	1	-	2	24	66	57	30	38	58	10	16	25	8	6	16	6				
ERS, CLASS B ----- MANUFACTURING ----- NONMANUFACTURING -----	343 239 104	39.5 39.5 39.5	239.50 241.50 234.50	234.00 234.00 230.00	205.50-273.50 204.00-276.00 220.00-273.50	-	-	-	2	1	7	13	22	38	43	30	49	11	10	12	1	-	-	-	-	-				
ERS, CLASS C ----- MANUFACTURING ----- NONMANUFACTURING -----	170 110 60	40.0 39.5 40.0	186.00 177.00 202.50	178.50 175.00 214.00	160.00-214.00 149.50-186.50 170.50-229.00	9	17	12	4	23	22	18	8	22	16	7	9	2	1	-	-	-	-	-	-	-				
RONICS TECHNICIANS ----- MANUFACTURING -----	458 104	40.0 40.0	288.50 244.00	301.50 227.00	296.00-301.50 194.00-301.00	-	-	-	-	4	9	9	16	10	24	12	16	32	258	65	3	-	-	-	-	-				
ELECTRONICS TECHNICIANS, CLASS A: MANUFACTURING -----	53	40.0	265.50	266.00	206.00-309.50	-	-	-	-	-	-	-	8	6	6	5	2	3	18	4	1	-	-	-	-	-				
ELECTRONICS TECHNICIANS, CLASS B: MANUFACTURING: PUBLIC UTILITIES -----	160 110	40.0 40.0	282.50 309.50	297.50 338.00	226.00-338.00 297.50-338.00	-	-	-	-	4	8	8	6	1	18	4	9	25	18	57	2	-	-	-	-	-				
RS, INDUSTRIAL (REGISTERED) ----- MANUFACTURING -----	133 122	39.5 40.0	236.00 239.50	230.00 230.50	205.50-270.50 211.50-272.50	-	-	1	-	6	1	2	12	29	31	12	12	18	5	4	-	-	-	-	-	-				

¹See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of--																										
			Mean ²	Median ²	Middle range ²	\$ 120 and under	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460	\$ 480	\$ 500 and over			
						130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	420	440	460	480	500				
ALL WORKERS			\$	\$	\$	\$																										
COMPUTER OPERATORS, CLASS A -----	100	39.5	244.50	227.50	204.50-299.00	-	1	1	2	3	3	5	8	17	14	4	1	38	1	-	1	1	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	79	40.0	260.50	285.50	223.00-299.00	-	-	-	-	1	-	3	4	11	14	4	1	38	1	-	1	1	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	121	39.0	203.50	183.00	162.00-251.00	5	4	6	10	21	10	14	4	13	2	7	8	5	4	4	4	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	56	40.0	234.00	218.00	183.00-281.00	-	-	-	2	9	2	10	2	3	2	7	5	2	4	4	4	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	65	38.5	177.50	168.00	151.50-195.50	5	4	6	8	12	8	4	2	10	-	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	112	38.5	292.50	288.50	260.00-319.50	-	-	-	-	-	1	2	3	8	4	10	18	23	15	9	5	3	1	6	4	-	-	-	-	-	-	
MANUFACTURING -----	56	39.5	308.00	290.50	261.00-358.50	-	-	-	-	-	-	-	-	3	3	7	8	13	3	2	3	3	1	6	4	-	-	-	-	-	-	
NONMANUFACTURING -----	56	38.0	276.50	288.00	259.00-309.50	-	-	-	-	-	1	2	3	5	1	3	10	10	12	7	2	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	101	39.0	238.50	240.00	203.50-268.00	-	-	-	-	2	4	6	10	10	14	23	20	8	2	1	1	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	74	38.5	237.00	241.00	210.50-264.00	-	-	-	-	2	4	5	6	3	12	21	14	5	2	-	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	79	39.5	340.50	345.50	312.50-377.50	-	-	-	-	-	-	-	-	-	3	4	1	4	11	14	16	9	10	4	2	1	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	66	39.5	287.50	296.00	265.00-307.00	-	-	-	-	-	-	-	-	4	6	5	7	16	19	3	4	1	-	-	1	-	-	-	-	-	-	
DRAFTERS, CLASS A -----	207	40.0	319.50	309.50	266.00-369.00	-	-	-	-	-	-	-	-	8	19	17	17	14	45	10	16	25	8	6	16	6	-	-	-	-	-	
MANUFACTURING -----	201	40.0	320.50	309.50	265.00-371.00	-	-	-	-	-	-	-	-	8	19	17	15	10	45	10	16	25	8	6	16	6	-	-	-	-	-	
DRAFTERS, CLASS B -----	179	39.5	258.50	273.50	230.50-276.00	-	-	-	1	1	8	5	8	17	9	19	77	11	10	12	1	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	143	40.0	258.00	271.00	224.50-276.00	-	-	-	-	1	7	3	8	16	8	17	49	11	10	12	1	-	-	-	-	-	-	-	-	-	-	
DRAFTERS, CLASS C -----	73	40.0	214.00	216.50	181.50-247.50	-	-	2	1	11	1	10	3	10	16	7	9	2	1	-	-	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	141	40.0	267.00	278.50	225.50-301.50	-	-	-	-	-	1	1	12	10	24	12	13	24	34	9	1	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	74	40.0	260.00	261.00	225.50-309.50	-	-	-	-	-	-	-	8	9	13	7	10	6	15	5	1	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS A -----	65	40.0	270.00	279.00	225.50-309.50	-	-	-	-	-	-	-	8	6	6	8	5	7	16	8	1	-	-	-	-	-	-	-	-	-	-	
NURSES, INDUSTRIAL (REGISTERED) -----	109	39.5	240.50	231.00	211.50-270.50	-	-	1	-	1	1	2	8	26	24	11	10	16	5	4	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	101	39.5	244.50	232.00	211.50-279.50	-	-	-	-	-	1	1	8	22	23	11	10	16	5	4	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Buffalo, N.Y., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ¹)		Sex, occupation, and industry division	Number of workers	Average (mean ¹)		Sex, occupation, and industry division	Number of workers	Average (mean ¹)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	158	39.5	\$ 236.00	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS B -----	137	39.0	\$ 198.50
MANUFACTURING -----	120	39.5	251.00	SECRETARIES, CLASS A -----	94	39.0	209.00	MANUFACTURING -----	59	39.5	232.50
CLERKS, ORDER -----	61	39.5	191.00	MANUFACTURING -----	60	39.5	223.50	NONMANUFACTURING -----	78	38.5	173.00
MESSENGERS -----	62	38.0	126.50	SECRETARIES, CLASS B -----	279	38.5	203.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	125	39.0	297.00
				MANUFACTURING -----	168	39.5	208.50	MANUFACTURING -----	53	39.5	312.50
				NONMANUFACTURING -----	111	38.0	196.50	NONMANUFACTURING -----	72	38.5	285.50
OFFICE OCCUPATIONS - WOMEN				PUBLIC UTILITIES -----	27	38.5	215.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	184	39.0	230.50
BILLERS, MACHINE (BILLING MACHINE) -----	74	39.5	181.50	SECRETARIES, CLASS C -----	533	39.0	193.50	NONMANUFACTURING -----	153	39.0	227.50
NONMANUFACTURING: PUBLIC UTILITIES -----	33	40.0	244.50	MANUFACTURING -----	349	39.5	199.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	108	39.5	345.00
CLERKS, ACCOUNTING, CLASS A -----	330	39.0	184.50	NONMANUFACTURING -----	184	38.5	181.50	MANUFACTURING -----	61	40.0	352.50
MANUFACTURING -----	175	40.0	202.50	PUBLIC UTILITIES -----	45	38.5	233.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	106	39.5	292.00
NONMANUFACTURING -----	155	38.0	164.50	SECRETARIES, CLASS D -----	441	39.0	161.50	NONMANUFACTURING -----	57	39.0	290.50
PUBLIC UTILITIES -----	32	39.5	224.00	MANUFACTURING -----	317	39.5	167.50	ORAFTERS, CLASS A -----	357	39.5	290.00
CLERKS, ACCOUNTING, CLASS B -----	679	39.0	137.50	NONMANUFACTURING -----	124	38.5	146.00	MANUFACTURING -----	276	39.5	297.00
MANUFACTURING -----	248	39.5	150.50	STENOGRAPHERS, GENERAL -----	594	38.5	149.00	NONMANUFACTURING -----	81	40.0	266.50
NONMANUFACTURING -----	431	38.5	129.50	MANUFACTURING -----	283	39.5	158.00	ORAFTERS, CLASS B -----	330	39.5	239.50
PUBLIC UTILITIES -----	37	39.0	218.50	NONMANUFACTURING -----	311	38.0	140.50	MANUFACTURING -----	230	39.5	242.00
RETAIL TRADE -----	160	39.0	110.00	STENOGRAPHERS, SENIOR -----	508	39.0	168.50	NONMANUFACTURING -----	100	39.5	234.00
CLERKS, FILE, CLASS C -----	126	37.5	103.50	MANUFACTURING -----	247	39.5	183.00	ORAFTERS, CLASS C -----	164	40.0	184.00
NONMANUFACTURING -----	115	37.5	100.00	NONMANUFACTURING -----	261	38.5	155.00	MANUFACTURING -----	108	39.5	176.50
CLERKS, ORDER -----	182	39.5	140.00	SWITCHBOARD OPERATORS -----	128	38.5	146.50	NONMANUFACTURING -----	56	40.0	199.50
MANUFACTURING -----	82	39.0	162.00	NONMANUFACTURING -----	84	38.0	131.00	ELECTRONICS TECHNICIANS -----	446	40.0	288.50
NONMANUFACTURING -----	100	39.5	121.50	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	261	39.0	132.00	MANUFACTURING -----	104	40.0	244.00
CLERKS, PAYROLL -----	91	38.5	166.50	MANUFACTURING -----	119	39.0	139.50	ELECTRONICS TECHNICIANS, CLASS A: MANUFACTURING -----	53	40.0	265.50
MANUFACTURING -----	79	38.0	173.00	NONMANUFACTURING -----	142	39.0	125.50	NONMANUFACTURING -----	156	40.0	282.50
KEYPUNCH OPERATORS, CLASS A -----	300	39.5	175.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	61	39.0	144.00	ELECTRONICS TECHNICIANS, CLASS B: NONMANUFACTURING: PUBLIC UTILITIES -----	106	40.0	310.50
MANUFACTURING -----	215	40.0	184.00	TYPISTS, CLASS A -----	253	38.5	141.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	85	38.0	152.00	MANUFACTURING -----	118	39.5	165.50	COMPUTER OPERATORS, CLASS B -----	58	39.0	179.50
KEYPUNCH OPERATORS, CLASS B -----	342	39.0	135.00	NONMANUFACTURING -----	135	37.5	120.00	NURSES, INDUSTRIAL (REGISTERED) -----	131	39.5	235.50
MANUFACTURING -----	118	39.5	154.50	TYPISTS, CLASS B -----	478	38.5	126.00	MANUFACTURING -----	120	40.0	239.00
NONMANUFACTURING -----	224	39.0	124.50	MANUFACTURING -----	232	39.5	133.50				
PUBLIC UTILITIES -----	29	39.0	168.00	NONMANUFACTURING -----	246	37.5	118.50				
MESSENGERS -----	92	38.5	109.50	PUBLIC UTILITIES -----	27	38.5	157.50				
NONMANUFACTURING -----	64	38.0	105.00								
SECRETARIES -----	1,347	39.0	186.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN							
MANUFACTURING -----	894	39.5	191.50	COMPUTER OPERATORS, CLASS A -----	85	39.5	231.00				
NONMANUFACTURING -----	453	38.0	175.50	MANUFACTURING -----	55	40.0	256.50				
PUBLIC UTILITIES -----	87	38.5	224.50								
RETAIL TRADE -----	70	39.0	156.50								

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Buffalo, N.Y., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			\$
CLERKS, ACCOUNTING, CLASS A -----	117	39.5	248.50	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	64	39.0	245.50
MANUFACTURING -----	97	39.5	258.00								
				SECRETARIES, CLASS 8 -----	183	39.0	213.50	COMPUTER OPERATORS, CLASS B -----	94	39.0	206.00
				MANUFACTURING -----	112	39.5	223.50	NONMANUFACTURING -----	50	38.5	172.50
				NONMANUFACTURING -----	71	38.0	197.00				
OFFICE OCCUPATIONS - WOMEN								COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	100	39.0	299.00
CLERKS, ACCOUNTING, CLASS A -----	196	39.0	199.00	SECRETARIES, CLASS C -----	425	39.0	196.50	MANUFACTURING -----	51	39.5	314.00
MANUFACTURING -----	114	40.0	221.50	MANUFACTURING -----	279	39.5	205.00				
NONMANUFACTURING -----	82	38.0	167.50	NONMANUFACTURING -----	146	38.5	180.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS 8 -----	78	39.0	247.50
				PUBLIC UTILITIES -----	34	38.5	237.00	NONMANUFACTURING -----	58	38.5	244.50
CLERKS, ACCOUNTING, CLASS B -----	365	38.5	143.00	SECRETARIES, CLASS O -----	337	39.0	165.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	76	39.5	342.50
MANUFACTURING -----	98	39.5	168.00	MANUFACTURING -----	220	39.5	175.50				
NONMANUFACTURING -----	267	38.5	134.00	NONMANUFACTURING -----	117	38.5	145.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	56	39.5	289.00
PUBLIC UTILITIES -----	31	39.0	230.00	STENOGRAPHERS, GENERAL -----	382	39.0	153.00				
RETAIL TRADE -----	126	38.5	112.00	MANUFACTURING -----	200	39.5	161.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	202	40.0	321.50
CLERKS, FILE, CLASS C -----	70	37.5	108.50	NONMANUFACTURING -----	182	38.0	144.50	MANUFACTURING -----	196	40.0	322.50
NONMANUFACTURING -----	60	37.0	103.00								
				STENOGRAPHERS, SENIOR -----	288	39.0	176.50	ORAFTERS, CLASS A -----	168	39.5	260.00
CLERKS, ORDER -----	61	38.0	160.50	MANUFACTURING -----	140	40.0	198.50	MANUFACTURING -----	134	40.0	260.00
				NONMANUFACTURING -----	148	38.5	155.50				
KEYPUNCH OPERATORS, CLASS A -----	244	39.5	180.50	SWITCHBOARD OPERATORS -----	81	38.5	152.50	ORAFTERS, CLASS B -----	68	40.0	212.00
MANUFACTURING -----	174	40.0	192.00	NONMANUFACTURING -----	53	38.0	138.50	MANUFACTURING -----	74	40.0	260.00
NONMANUFACTURING -----	70	38.0	152.00					ELECTRONICS TECHNICIANS -----	141	40.0	267.00
KEYPUNCH OPERATORS, CLASS B -----	182	39.0	145.50	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	51	39.0	141.00	MANUFACTURING -----	65	40.0	270.00
MANUFACTURING -----	79	39.5	164.50								
NONMANUFACTURING -----	103	38.5	131.00	TYPISTS, CLASS A -----	178	38.5	145.50	ELECTRONICS TECHNICIANS, CLASS A -----			
MESSENGERS -----	62	38.5	115.50	MANUFACTURING -----	92	39.5	164.00				
				NONMANUFACTURING -----	86	37.5	126.00				
SECRETARIES -----	1,003	39.0	191.00	TYPISTS, CLASS 8 -----	271	38.5	131.50				
MANUFACTURING -----	656	39.5	200.50	MANUFACTURING -----	128	39.5	142.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	347	38.0	172.50	NONMANUFACTURING -----	143	37.5	122.50				
PUBLIC UTILITIES -----	59	38.5	236.00					NURSES, INDUSTRIAL (REGISTERED) -----	107	39.5	240.00
RETAIL TRADE -----	63	39.0	155.50					MANUFACTURING -----	99	39.5	243.50
SECRETARIES, CLASS A -----	58	39.5	230.50								

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 3.80 and under	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	\$ 8.20	\$ 8.40 and over		
ALL WORKERS																														
BOILER TENDERS -----	95	\$ 6.05	\$ 5.94	\$ 5.45- 6.46	-	-	4	-	-	-	-	10	12	1	25	13	3	4	5	4	6	-	-	8	-	-	-	-	-	
MANUFACTURING -----	95	6.05	5.94	5.45- 6.46	-	-	4	-	-	-	-	10	12	1	25	13	3	4	5	4	6	-	-	8	-	-	-	-	-	
CARPENTERS, MAINTENANCE -----	199	6.60	6.53	5.83- 7.55	-	-	-	-	-	1	4	-	24	15	22	1	24	23	8	9	8	2	31	22	-	-	-	5		
MANUFACTURING -----	174	6.55	6.53	5.83- 7.55	-	-	-	-	-	1	4	-	21	9	22	1	24	23	-	8	7	2	30	22	-	-	-	-		
ELECTRICIANS, MAINTENANCE -----	1,198	6.77	6.64	5.91- 7.78	-	-	2	2	8	9	18	84	33	48	125	79	75	88	79	32	28	7	40	325	100	-	-	16		
MANUFACTURING -----	1,120	6.75	6.64	5.91- 7.78	-	-	2	2	8	9	18	84	31	43	125	79	73	63	79	29	28	6	-	325	100	-	-	16		
NONMANUFACTURING -----	78	6.97	7.49	6.56- 7.49	-	-	-	-	-	-	-	-	2	5	-	-	2	25	-	3	-	1	40	-	-	-	-			
ENGINEERS, STATIONARY -----	380	6.39	6.34	5.64- 7.23	-	-	-	-	20	-	64	5	4	24	35	8	31	21	49	12	8	22	36	13	7	1	20			
MANUFACTURING -----	338	6.42	6.46	5.64- 7.32	-	-	-	-	18	-	56	5	4	18	30	8	26	19	49	12	-	19	36	13	4	1	20			
HELPERS, MAINTENANCE TRADES -----	235	5.88	5.99	5.51- 6.63	4	29	-	-	5	3	3	9	10	33	26	3	-	43	66	1	-	-	-	-	-	-	-			
NONMANUFACTURING -----	55	5.69	5.68	5.47- 5.71	2	2	-	-	-	3	2	-	10	24	-	-	-	12	-	-	-	-	-	-	-	-	-			
PUBLIC UTILITIES -----	48	5.88	5.68	5.65- 5.96	-	-	-	-	-	-	2	-	10	24	-	-	-	12	-	-	-	-	-	-	-	-	-			
MACHINE-TOOL OPERATORS, TOOLROOM --	583	7.35	7.77	6.84- 7.78	-	-	-	3	-	1	-	23	1	18	30	1	23	24	4	29	2	1	1	312	74	35	1			
MANUFACTURING -----	583	7.35	7.77	6.84- 7.78	-	-	-	3	-	1	-	23	1	18	30	1	23	24	4	29	2	1	1	312	74	35	1			
MACHINISTS, MAINTENANCE -----	553	6.38	6.23	5.88- 6.84	-	-	-	-	-	-	24	12	13	38	103	39	60	18	94	61	43	7	17	10	3	5	6			
MANUFACTURING -----	533	6.36	6.23	5.88- 6.84	-	-	-	-	-	-	24	12	13	38	103	39	60	18	85	60	43	7	7	1	3	5	6			
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	564	6.36	6.34	5.20- 7.49	-	3	13	8	4	4	61	57	8	40	9	56	46	4	16	18	25	19	93	70	5	-	-			
MANUFACTURING -----	260	6.15	5.90	5.20- 7.60	-	1	-	-	-	-	45	57	8	16	6	38	7	-	-	1	2	-	9	70	-	-	-			
NONMANUFACTURING -----	304	6.55	6.96	6.08- 7.49	-	2	13	8	4	4	16	-	-	24	3	18	39	4	16	17	23	19	89	-	5	-	-			
PUBLIC UTILITIES -----	248	6.75	7.13	6.34- 7.49	-	2	10	4	-	-	-	-	-	24	2	18	28	-	16	17	23	10	89	-	5	-	-			
MECHANICS, MAINTENANCE -----	1,505	7.07	7.77	6.30- 7.78	-	15	-	-	23	13	38	85	61	56	25	10	76	34	50	48	11	77	16	567	292	-	8			
MANUFACTURING -----	1,453	7.10	7.77	6.30- 7.78	-	15	-	-	23	13	28	85	61	49	25	10	73	34	23	43	11	77	16	567	292	-	8			
NONMANUFACTURING -----	52	6.26	6.71	5.67- 6.71	-	-	-	-	-	-	10	-	-	7	-	-	3	-	27	5	-	-	-	-	-	-	-			
MILLWRIGHTS -----	1,177	6.94	7.54	6.14- 7.60	-	-	-	1	-	5	17	62	19	34	16	191	8	73	41	41	19	38	154	424	34	-	-			
MANUFACTURING -----	1,177	6.94	7.54	6.14- 7.60	-	-	-	1	-	5	17	62	19	34	16	191	8	73	41	41	19	38	154	424	34	-	-			
PAINTERS, MAINTENANCE -----	175	6.44	6.10	5.80- 7.51	-	-	-	-	1	1	7	6	13	15	23	25	13	6	-	4	-	3	52	6	-	-	-			
MANUFACTURING -----	166	6.49	6.20	5.80- 7.51	-	-	-	-	-	1	6	3	13	12	23	25	13	6	-	3	-	3	52	6	-	-	-			
PIPEFITTERS, MAINTENANCE -----	659	6.79	6.91	6.17- 7.60	-	-	-	-	-	-	8	18	31	27	37	44	89	65	-	20	33	12	89	184	2	-	-			
MANUFACTURING -----	653	6.80	6.92	6.22- 7.60	-	-	-	-	-	-	8	18	31	24	37	44	86	65	-	20	33	12	89	184	2	-	-			
SHEET-METAL WORKERS, MAINTENANCE --	250	7.02	7.59	6.25- 7.60	-	-	-	-	-	-	6	-	5	2	23	8	41	-	-	14	2	3	47	99	-	-	-			
MANUFACTURING -----	230	7.08	7.59	6.25- 7.60	-	-	-	-	-	-	6	-	5	2	23	8	22	-	-	13	2	3	47	99	-	-	-			
TOOL AND DIE MAKERS -----	791	7.27	7.89	6.89- 7.93	-	-	-	-	-	4	8	6	40	28	31	40	22	14	-	60	55	5	12	4	461	1	-			
MANUFACTURING -----	791	7.27	7.89	6.89- 7.93	-	-	-	-	-	4	8	6	40	28	31	40	22	14	-	60	55	5	12	4	461	1	-			

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments
in Buffalo, N.Y., October 1975

In Buffalo, N.Y., October 1975																																
Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	\$ 8.20	\$ 8.40	\$ 8.60	\$ 8.80	\$ 9.00		
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	8.20	8.40	8.60	8.80	9.00			
ALL WORKERS		\$	\$	\$																												
BOILER TENDERS -----	55	6.11	6.01	5.39- 6.65	-	4	-	-	-	-	10	4	-	-	13	3	4	5	4	-	-	-	8	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	55	6.11	6.01	5.39- 6.65	-	4	-	-	-	-	10	4	-	-	13	3	4	5	4	-	-	-	8	-	-	-	-	-	-	-	-	-
CARPENTERS, MAINTENANCE -----	167	6.68	6.53	5.83- 7.55	-	-	-	-	1	-	-	19	15	14	1	23	14	8	9	6	2	31	19	-	-	-	-	-	-	-	-	5
MANUFACTURING -----	142	6.64	6.53	5.83- 7.55	-	-	-	-	1	-	-	16	9	14	1	23	14	-	8	5	2	30	19	-	-	-	-	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	926	7.04	7.49	6.23- 7.78	-	-	-	-	1	10	14	8	48	67	72	75	61	34	32	20	3	40	325	100	-	-	-	-	-	-	-	16
MANUFACTURING -----	873	7.03	7.77	6.23- 7.78	-	-	-	-	1	10	14	6	43	67	72	73	61	34	29	20	2	-	325	100	-	-	-	-	-	-	-	16
ENGINEERS, STATIONARY -----	219	6.79	6.72	6.12- 7.55	-	-	-	4	-	8	3	1	24	11	8	31	9	19	12	8	19	24	13	4	1	20	-	-	-	-	-	*20
MANUFACTURING -----	189	6.91	6.79	6.30- 7.50	-	-	-	4	-	-	3	1	18	10	8	26	7	19	12	-	19	24	13	4	1	20	-	-	-	-	-	-
HELPERS, MAINTENANCE TRADES: -----																																
NONMANUFACTURING: -----																																
PUBLIC UTILITIES -----	36	5.60	5.68	5.55- 5.71	-	-	-	-	-	2	-	10	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM --	564	7.43	7.77	7.49- 7.78	-	-	-	-	1	-	7	1	18	30	1	23	24	4	29	2	1	1	312	74	35	1	-	-	-	-	-	-
MANUFACTURING -----	564	7.43	7.77	7.49- 7.78	-	-	-	-	1	-	7	1	18	30	1	23	24	4	29	2	1	1	312	74	35	1	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	358	6.41	6.23	5.88- 6.80	-	-	-	-	-	2	-	9	38	67	39	60	9	44	33	13	7	17	6	3	5	6	-	-	-	-	-	-
MANUFACTURING -----	338	6.38	6.23	5.88- 6.74	-	-	-	-	-	2	-	9	38	67	39	60	9	35	32	13	7	7	6	3	5	6	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE -----																																
(MAINTENANCE) -----	226	6.83	6.96	6.08- 7.60	1	-	1	-	-	3	1	7	16	7	36	18	4	4	18	6	-	29	70	5	-	-	-	-	-	-	-	-
MANUFACTURING -----	159	6.76	7.16	6.08- 7.60	1	-	-	-	-	3	1	7	16	6	36	7	-	-	1	2	-	9	70	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	67	6.99	6.96	6.54- 7.49	-	-	1	-	-	-	-	-	-	-	1	-	11	4	4	17	4	-	20	-	5	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	51	7.21	7.13	6.96- 7.49	-	-	1	-	-	-	-	-	-	-	-	-	-	4	17	4	-	20	-	5	-	-	-	-	-	-	-	-
MECHANICS, MAINTENANCE -----	1,312	7.34	7.77	6.96- 7.78	-	-	-	-	-	18	1	41	56	25	4	76	34	38	48	11	77	16	567	292	-	-	-	-	-	-	-	-
MANUFACTURING -----	1,260	7.39	7.78	7.23- 7.78	-	-	-	-	-	8	1	41	49	25	4	73	34	11	43	11	77	16	567	292	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	52	6.26	6.71	5.67- 6.71	-	-	-	-	-	10	-	-	7	-	-	3	-	27	5	-	-	-	-	-	-	-	-	-	-	-	-	-
MILLWRIGHTS -----	1,092	7.01	7.59	6.14- 7.60	-	-	1	-	5	17	38	14	34	16	177	2	67	11	41	19	38	154	424	34	-	-	-	-	-	-	-	-
MANUFACTURING -----	1,092	7.01	7.59	6.14- 7.60	-	-	1	-	5	17	38	14	34	16	177	2	67	11	41	19	38	154	424	34	-	-	-	-	-	-	-	-
PAINTERS, MAINTENANCE -----	135	6.67	6.45	6.10- 7.51	-	-	-	1	1	3	3	1	8	11	25	13	6	-	4	-	3	52	4	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	131	6.70	6.45	6.10- 7.51	-	-	-	-	1	2	2	1	8	11	25	13	6	-	3	-	3	52	4	-	-	-	-	-	-	-	-	-
PIPEFITTERS, MAINTENANCE -----	548	6.82	6.92	6.12- 7.60	-	-	-	-	-	8	12	21	27	30	42	87	29	-	20	1	12	89	168	2	-	-	-	-	-	-	-	-
MANUFACTURING -----	542	6.83	7.20	6.12- 7.60	-	-	-	-	-	8	12	21	24	30	42	84	29	-	20	1	12	89	168	2	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS, MAINTENANCE --	246	7.03	7.59	6.25- 7.60	-	-	-	-	-	4	-	5	2	23	8	41	-	-	14	-	3	47	99	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	226	7.10	7.59	6.30- 7.60	-	-	-	-	-	4	-	5	2	23	8	22	-	-	13	-	3	47	99	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS -----	704	7.46	7.89	7.10- 7.93	-	-	-	-	4	-	4	-	18	31	13	22	14	-	60	55	5	12	4	461	1	-	-	-	-	-	-	-
MANUFACTURING -----	704	7.46	7.89	7.10- 7.93	-	-	-	-	4	-	4	-	18	31	13	22	14	-	60	55	5	12	4	461	1	-	-	-	-	-	-	-

* Workers were distributed as follows: 1 at \$8.20 to \$8.40; 8 at \$8.40 to \$8.60; 2 at \$8.60 to \$8.80; 4 at \$8.80 to \$9; and 5 at \$9 to \$9.20.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20				
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.60	6.00	6.40	6.80	7.20	over				
ALL WORKERS																															
GUARDS AND WATCHMEN -----	2,476	\$ 3.08	\$ 2.25	\$ 2.13- 3.95	731	663	282	85	18	-	15	17	6	13	31	33	9	19	65	50	70	61	37	149	121	-	1				
MANUFACTURING -----	553	5.45	5.88	4.79- 6.06	-	1	-	-	1	-	6	11	1	12	18	30	7	8	52	46	32	41	16	149	121	-	1				
NONMANUFACTURING -----	1,923	2.40	2.20	2.13- 2.30	731	662	282	85	17	-	9	6	5	1	13	3	2	11	13	4	38	20	21	-	-	-	-				
GUARDS: -----																															
MANUFACTURING -----	504	5.57	6.01	4.91- 6.07	-	-	-	-	-	6	11	-	12	18	1	1	8	45	46	32	37	16	149	121	-	1					
JANITORS, PORTERS, AND CLEANERS -----	3,204	3.42	2.63	2.25- 4.62	665	160	51	171	666	46	31	64	93	68	46	109	64	147	203	135	117	160	28	180	-	-	-				
MANUFACTURING -----	1,140	4.76	4.80	4.35- 5.30	-	-	-	18	12	9	16	28	63	37	15	68	62	127	112	116	108	152	17	180	-	-	-				
NONMANUFACTURING -----	2,064	2.68	2.60	2.10- 2.63	665	160	51	153	654	37	15	36	30	31	31	41	2	20	91	19	9	8	11	-	-	-					
PUBLIC UTILITIES -----	145	4.63	4.70	4.63- 4.88	-	-	-	-	-	1	-	-	-	21	-	8	2	4	67	19	9	3	11	-	-	-	-				
RETAIL TRADE -----	183	2.55	2.50	2.25- 2.71	20	43	15	36	38	10	5	2	10	3	-	1	-	-	-	-	-	-	-	-	-	-	-				
LABORERS, MATERIAL HANDLING -----	2,431	5.44	5.34	4.74- 6.36	16	10	15	15	11	2	111	12	32	72	33	169	14	2	177	197	245	305	81	324	4	580	4				
MANUFACTURING -----	1,619	4.99	5.09	4.14- 5.60	-	-	2	4	4	-	110	12	4	72	30	168	11	2	177	196	242	173	79	324	4	1	4				
NONMANUFACTURING -----	812	6.33	7.09	5.54- 7.00	16	10	13	11	7	2	1	-	28	-	3	1	3	-	-	1	3	132	2	-	-	579	-				
RETAIL TRADE -----	109	3.67	2.65	2.30- 5.54	16	10	13	11	7	2	1	-	-	-	3	1	3	-	-	1	3	36	2	-	-	-	-				
ORDER FILLERS -----	442	4.22	4.50	3.51- 4.77	-	3	1	12	2	32	33	14	20	78	-	3	17	28	94	5	11	87	1	-	-	1	-				
MANUFACTURING -----	159	4.66	4.65	4.65- 4.73	-	-	-	-	-	-	8	-	-	-	-	3	17	4	94	5	11	15	1	-	-	1	-				
NONMANUFACTURING -----	283	3.97	3.66	3.16- 5.54	-	3	1	12	2	32	25	14	20	78	-	-	-	24	-	-	-	72	-	-	-	-	-				
PACKERS, SHIPPING -----	587	5.05	5.06	3.74- 6.30	-	-	3	-	5	4	48	42	1	51	15	-	23	24	3	36	45	38	-	249	-	-	-				
MANUFACTURING -----	552	5.15	5.30	4.27- 6.30	-	-	-	-	-	4	48	42	-	40	-	-	23	24	3	36	45	38	-	249	-	-	-				
RECEIVING CLERKS -----	282	4.83	4.65	3.90- 5.61	-	-	-	8	1	-	6	21	17	12	10	3	16	24	38	10	10	28	33	5	17	23	-				
MANUFACTURING -----	154	4.89	4.65	4.51- 5.35	-	-	-	-	-	-	2	-	8	5	2	16	23	37	8	7	26	3	1	16	-	-					
NONMANUFACTURING -----	128	4.76	4.80	3.35- 5.79	-	-	-	8	1	-	6	19	17	4	5	1	-	1	1	2	3	2	30	4	1	23	-				
RETAIL TRADE -----	61	4.18	3.70	3.30- 5.79	-	-	-	8	1	-	3	9	8	4	1	1	-	1	1	2	3	2	17	-	-	-	-				
SHIPPING CLERKS -----	123	4.71	4.55	3.87- 5.69	-	-	-	-	-	-	12	4	4	8	10	10	10	5	14	4	2	5	9	15	7	4	-				
MANUFACTURING -----	87	4.73	4.66	3.79- 5.63	-	-	-	-	-	-	7	4	4	8	5	-	9	5	14	4	1	3	7	5	7	4	-				
SHIPPING AND RECEIVING CLERKS -----	176	5.47	5.57	5.00- 5.87	-	-	-	-	-	-	-	-	4	-	2	2	-	17	7	6	24	30	62	-	19	3	-				
MANUFACTURING -----	76	4.97	5.00	4.61- 5.31	-	-	-	-	-	-	-	-	-	-	2	-	-	17	7	6	24	18	2	-	-	-	-				
NONMANUFACTURING -----	100	5.85	5.87	5.87- 5.87	-	-	-	-	-	-	-	-	4	-	-	2	-	-	-	-	-	12	60	-	19	3	-				
TRUCKDRIVERS -----	2,725	6.03	6.10	5.62- 7.14	4	-	-	7	4	4	27	-	20	33	49	50	39	39	15	17	36	237	605	659	36	810	34				
MANUFACTURING -----	533	5.49	5.49	4.79- 6.18	-	-	-	-	-	-	-	-	16	9	17	14	25	39	14	14	22	117	55	118	31	28	14				
NONMANUFACTURING -----	2,192	6.16	6.10	5.67- 7.14	4	-	-	7	4	4	27	-	4	24	32	36	14	-	1	3	14	120	550	541	5	782	20				
PUBLIC UTILITIES -----	1,113	6.62	7.14	5.67- 7.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	30	346	25	5	686	20				
RETAIL TRADE -----	239	5.28	6.01	4.00- 6.14	4	-	-	-	4	-	-	-	2	24	5	36	2	-	1	3	3	17	13	125	-	-	-				
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	452	5.18	5.62	5.21- 5.62	4	-	-	7	-	4	20	-	18	9	27	2	13	1	1	-	1	65	229	38	-	-	13				
MANUFACTURING -----	151	5.37	5.21	5.21- 6.36	-	-	-	-	-	-	-	-	16	9	-	2	4	1	1	-	-	63	6	36	-	-	13				
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	359	5.43	5.67	4.00- 6.40	-	-	-	-	4	-	7	-	2	24	13	48	16	5	11	11	3	23	66	31	6	89	-				
MANUFACTURING -----	93	5.03	4.84	4.25- 5.62	-	-	-	-	-	-	-	-	-	-	8	12	11	5	10	11	3	9	2	11	6	5	-				
NONMANUFACTURING -----	266	5.57	5.67	4.00- 7.14	-	-	-	-	4	-	7	-	2	24	5	36	5	-	1	-	-	14	64	20	-	84	-				
PUBLIC UTILITIES -----	171	6.45	6.22	5.67- 7.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	64	20	-	84	-				

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Buffalo, N.Y., October 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of--																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Buffalo, N.Y., October 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

* Workers were at \$7.20 to \$7.60.

** Workers were distributed as follows: 14 at \$7.20 to \$7.60; and 13 at \$7.60 to \$8.

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Buffalo, N.Y., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MFN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	95	\$ 6.05	GUARDS AND WATCHMEN -----	2,358	\$ 3.10	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	95	6.05	MANUFACTURING -----	548	5.44	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	359	\$ 5.43
CARPENTERS, MAINTENANCE -----	199	6.60	NONMANUFACTURING -----	1,810	2.39	MANUFACTURING -----	93	5.03
MANUFACTURING -----	174	6.55	GUARDS: -----			NONMANUFACTURING -----	266	5.57
ELECTRICIANS, MAINTENANCE -----	1,198	6.77	MANUFACTURING -----	499	5.56	PUBLIC UTILITIES -----	171	6.45
MANUFACTURING -----	1,120	6.75	JANITORS, PORTERS, AND CLEANERS ---	2,399	3.56	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	985	6.68
NONMANUFACTURING -----	78	6.97	MANUFACTURING -----	947	4.79	MANUFACTURING -----	99	5.85
ENGINEERS, STATIONARY -----	380	6.39	NONMANUFACTURING -----	1,452	2.76	NONMANUFACTURING -----	886	6.77
MANUFACTURING -----	338	6.42	PUBLIC UTILITIES -----	94	4.90	PUBLIC UTILITIES -----	549	7.05
HELPERS, MAINTENANCE TRADES -----	235	5.88	RETAIL TRADE -----	117	2.58	RETAIL TRADE -----	112	6.04
NONMANUFACTURING -----	55	5.69	LABORERS, MATERIAL HANDLING -----	2,418	5.45	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	866	6.02
PUBLIC UTILITIES -----	48	5.88	MANUFACTURING -----	1,617	4.99	MANUFACTURING -----	151	5.54
MACHINE-TOOL OPERATORS, TOOLROOM ---	583	7.35	NONMANUFACTURING -----	801	6.37	NONMANUFACTURING -----	715	6.12
MANUFACTURING -----	583	7.35	RETAIL TRADE -----	106	3.71	PUBLIC UTILITIES -----	142	6.94
MACHINISTS, MAINTENANCE -----	553	6.38	DROER FILLERS -----	319	4.59	TRUCKERS, POWER (FORKLIFT) -----	1,802	5.52
MANUFACTURING -----	533	6.36	MANUFACTURING -----	158	4.65	MANUFACTURING -----	1,569	5.46
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	563	6.37	NONMANUFACTURING -----	161	4.52	NONMANUFACTURING -----	233	5.89
MANUFACTURING -----	260	6.15	PACKERS, SHIPPING -----	431	5.56	PUBLIC UTILITIES -----	56	7.11
NONMANUFACTURING -----	303	6.55	MANUFACTURING -----	430	5.57	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	394	5.50
PUBLIC UTILITIES -----	247	6.76	RECEIVING CLERKS -----	267	4.92	MANUFACTURING -----	394	5.50
MECHANICS, MAINTENANCE -----	1,505	7.07	MANUFACTURING -----	150	4.88	WAREHOUSEMEN -----	1,569	5.12
MANUFACTURING -----	1,453	7.10	NONMANUFACTURING -----	117	4.96	MANUFACTURING -----	372	4.93
NONMANUFACTURING -----	52	6.26	RETAIL TRADE -----	53	4.44	NONMANUFACTURING -----	1,197	5.17
MILLWRIGHTS -----	1,177	6.94	SHIPPING CLERKS -----	115	4.72	PUBLIC UTILITIES -----	42	5.90
MANUFACTURING -----	1,177	6.94	MANUFACTURING -----	79	4.76	RETAIL TRADE -----	286	5.18
PAINTERS, MAINTENANCE -----	175	6.44	NONMANUFACTURING -----	100	5.85	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	166	6.49	TRUCKDRIVERS -----	2,723	6.03	JANITORS, PORTERS, AND CLEANERS ---	805	2.99
PIPEFITTERS, MAINTENANCE -----	659	6.79	MANUFACTURING -----	533	5.49	MANUFACTURING -----	193	4.62
MANUFACTURING -----	653	6.80	NONMANUFACTURING -----	2,190	6.16	NONMANUFACTURING -----	612	2.48
SHEET-METAL WORKERS, MAINTENANCE ---	250	7.02	PUBLIC UTILITIES -----	1,111	6.62	PUBLIC UTILITIES -----	51	4.13
MANUFACTURING -----	230	7.08	RETAIL TRADE -----	239	5.28	RETAIL TRADE -----	66	2.49
TOOL AND DIE MAKERS -----	791	7.27	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	450	5.17	DROER FILLERS -----	123	3.27
MANUFACTURING -----	791	7.27	MANUFACTURING -----	151	5.37	PACKERS, SHIPPING -----	156	3.65
						MANUFACTURING -----	122	3.69

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Buffalo, N.Y., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	55	6.11	GUARDS AND WATCHMEN--CONTINUED		
MANUFACTURING -----	55	6.11	GUARDS:		\$
CARPENTERS, MAINTENANCE -----	167	6.68	MANUFACTURING -----	391	5.88
MANUFACTURING -----	142	6.64	JANITORS, PORTERS, AND CLEANERS ---	860	4.83
ELECTRICIANS, MAINTENANCE -----	926	7.04	MANUFACTURING -----	625	5.12
MANUFACTURING -----	873	7.03	NONMANUFACTURING -----	235	4.05
ENGINEERS, STATIONARY -----	219	6.79	PUBLIC UTILITIES -----	92	4.92
MANUFACTURING -----	189	6.91	RETAIL TRADE -----	50	2.62
HELPERS, MAINTENANCE TRADES:			LABORERS, MATERIAL HANDLING -----	776	5.51
NONMANUFACTURING:			MANUFACTURING -----	716	5.71
PUBLIC UTILITIES -----	36	5.60	NONMANUFACTURING -----	60	3.20
MACHINE-TOOL OPERATORS, TOOLROOM ---	564	7.43	RETAIL TRADE -----	60	3.20
MANUFACTURING -----	564	7.43	RECEIVING CLERKS -----	194	5.20
MACHINISTS, MAINTENANCE -----	358	6.41	MANUFACTURING -----	100	5.08
MANUFACTURING -----	338	6.38	NONMANUFACTURING -----	94	5.32
MECHANICS, AUTOMOTIVE			RETAIL TRADE -----	53	4.44
(MAINTENANCE) -----	225	6.84	TRUCKDRIVERS -----	521	5.92
MANUFACTURING -----	159	6.76	MANUFACTURING -----	281	5.97
NONMANUFACTURING -----	66	7.02	NONMANUFACTURING -----	240	5.85
PUBLIC UTILITIES -----	50	7.26	PUBLIC UTILITIES -----	82	5.84
MECHANICS, MAINTENANCE -----	1,312	7.34	TRUCKDRIVERS, LIGHT (UNDER		
MANUFACTURING -----	1,260	7.39	I-1/2 TONS) -----	71	6.10
NONMANUFACTURING -----	52	6.26	TRUCKDRIVERS, MEDIUM (1-1/2 TD		
MILLWRIGHTS -----	1,092	7.01	AND INCLUDING 4 TONS) -----	73	5.49
MANUFACTURING -----	1,092	7.01	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
PAINTERS, MAINTENANCE -----	135	6.67	TRAILER TYPE) -----	199	6.07
MANUFACTURING -----	131	6.70	MANUFACTURING -----	67	5.93
PIPEFITTERS, MAINTENANCE -----	548	6.82	NONMANUFACTURING -----	132	6.14
MANUFACTURING -----	542	6.83	TRUCKERS, POWER (FORKLIFT) -----	1,240	5.79
SHEET-METAL WORKERS, MAINTENANCE ---	246	7.03	MANUFACTURING -----	1,174	5.79
MANUFACTURING -----	226	7.10	TRUCKERS, POWER (OTHER THAN		
TOOL AND DIE MAKERS -----	704	7.46	FORKLIFT) -----	303	5.81
MANUFACTURING -----	704	7.46	MANUFACTURING -----	303	5.81
CUSTODIAL AND MATERIAL MOVEMENT			WAREHOUSEMEN -----	549	5.47
OCCUPATIONS - MEN			MANUFACTURING -----	196	5.45
GUARDS AND WATCHMEN -----	1,882	3.08	NONMANUFACTURING -----	353	5.48
MANUFACTURING -----	411	5.80	CUSTODIAL AND MATERIAL MOVEMENT		
NONMANUFACTURING -----	1,471	2.32	OCCUPATIONS - WOMEN		
			JANITORS, PORTERS, AND CLEANERS ---	252	4.29
			MANUFACTURING -----	144	4.92
			NONMANUFACTURING -----	108	3.46
			PUBLIC UTILITIES -----	49	4.11

NOTE: Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Buffalo, N.Y., October 1975 for selected periods

Industry and occupational group	October 1972 to October 1973	October 1973 to October 1974	October 1974 to October 1975
All industries:			
Office clerical (men and women).....	6.4	8.2	8.1
Electronic data processing (men and women).....	*	8.8	7.7
Industrial nurses (men and women).....	6.7	10.0	10.6
Skilled maintenance trades (men).....	8.1	9.5	9.9
Unskilled plant workers (men).....	7.4	9.1	8.9
Manufacturing:			
Office clerical (men and women).....	6.6	9.0	9.2
Electronic data processing (men and women).....	*	9.5	9.0
Industrial nurses (men and women).....	6.5	10.0	12.0
Skilled maintenance trades (men).....	8.1	9.8	10.1
Unskilled plant workers (men).....	7.7	9.6	9.9
Nonmanufacturing:			
Office clerical (men and women).....	6.2	7.2	6.5
Electronic data processing (men and women).....	*	**	**
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	6.4	7.7	6.4

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Buffalo, N.Y., October 1975

Minimum weekly straight-time salary	Inexperienced typists						Other inexperienced clerical workers ⁵							
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing			Nonmanufacturing			
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—						
		All schedules	40	All schedules	40	37½		All schedules	40	37½	All schedules	40	37½	
ESTABLISHMENTS STUDIED -----	225	96	xxx	129	xxx	xxx	225	96	xxx	xxx	129	xxx	xxx	
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	81	46	36	35	15	15	92	46	35	7	46	23	18	
\$77.50 AND UNDER \$80.00 -----	2	-	-	2	-	2	8	-	-	-	8	-	7	
\$80.00 AND UNDER \$82.50 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	
\$82.50 AND UNDER \$85.00 -----	4	1	-	3	2	1	5	1	-	1	4	3	1	
\$85.00 AND UNDER \$87.50 -----	3	-	-	3	-	2	4	-	-	-	4	1	2	
\$87.50 AND UNDER \$90.00 -----	5	-	-	5	2	3	2	-	-	-	2	2	-	
\$90.00 AND UNDER \$92.50 -----	9	6	4	3	2	-	10	7	5	2	3	3	-	
\$92.50 AND UNDER \$95.00 -----	1	-	-	1	-	-	1	-	-	-	1	-	-	
\$95.00 AND UNDER \$97.50 -----	4	2	-	2	1	1	7	3	1	1	4	1	2	
\$97.50 AND UNDER \$100.00 -----	-	-	-	-	-	-	1	1	1	-	-	-	-	
\$100.00 AND UNDER \$105.00 -----	6	2	2	4	1	2	5	2	2	-	3	2	1	
\$105.00 AND UNDER \$110.00 -----	5	4	3	1	1	-	6	4	4	1	2	-	2	
\$110.00 AND UNDER \$115.00 -----	8	5	3	3	1	2	6	2	-	1	4	3	1	
\$115.00 AND UNDER \$120.00 -----	7	7	7	-	-	-	7	5	5	-	2	1	1	
\$120.00 AND UNDER \$125.00 -----	4	1	1	3	2	1	3	2	2	-	1	1	-	
\$125.00 AND UNDER \$130.00 -----	2	1	-	1	1	-	4	3	2	1	1	1	-	
\$130.00 AND UNDER \$135.00 -----	4	4	4	-	-	-	1	1	1	-	-	-	-	
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	-	1	-	-	-	1	1	-	
\$140.00 AND UNDER \$145.00 -----	2	1	1	1	-	1	2	1	1	-	1	-	1	
\$145.00 AND UNDER \$150.00 -----	1	-	-	1	-	-	1	-	-	-	1	-	-	
\$150.00 AND UNDER \$155.00 -----	2	2	2	-	-	-	3	3	3	-	-	-	-	
\$155.00 AND UNDER \$160.00 -----	1	1	1	-	-	-	2	2	1	-	-	-	-	
\$160.00 AND UNDER \$165.00 -----	2	2	2	-	-	-	2	1	1	-	1	1	-	
\$165.00 AND UNDER \$170.00 -----	1	1	1	-	-	-	2	2	2	-	-	-	-	
\$170.00 AND UNDER \$175.00 -----	1	1	-	-	-	-	-	-	-	-	-	-	-	
\$175.00 AND UNDER \$180.00 -----	1	1	1	-	-	-	1	1	1	-	-	-	-	
\$180.00 AND UNDER \$185.00 -----	2	2	2	-	-	-	1	1	1	-	-	-	-	
\$185.00 AND UNDER \$190.00 -----	1	1	1	-	-	-	1	1	1	-	-	-	-	
\$190.00 AND UNDER \$195.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	
\$195.00 AND UNDER \$200.00 -----	2	1	1	1	1	-	2	1	1	-	1	1	-	
\$200.00 AND UNDER \$205.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	
\$205.00 AND UNDER \$210.00 -----	-	-	-	-	-	-	-	-	-	-	-	-	-	
\$210.00 AND UNDER \$215.00 -----	-	-	-	-	-	-	1	-	-	-	1	1	-	
\$215.00 AND OVER -----	1	-	-	1	1	-	1	-	-	-	1	1	-	
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	32	16	xxx	16	xxx	xxx	65	28	xxx	xxx	37	xxx	xxx	
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	112	34	xxx	78	xxx	xxx	68	22	xxx	xxx	46	xxx	xxx	

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Buffalo, N.Y., October 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	95.5	89.7	22.1	8.0
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	.5	-	-	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	94.9	89.7	22.1	8.0
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	56.8	50.7	10.6	6.1
UNIFORM PERCENTAGE DIFFERENTIAL -----	35.7	34.2	11.2	1.7
OTHER DIFFERENTIAL -----	2.5	4.7	.3	.2
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	15.8	21.3	15.4	23.6
UNIFORM PERCENTAGE DIFFERENTIAL -----	6.5	10.1	6.4	10.2
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
2 CENTS -----	.5	.5	.4	-
5 CENTS -----	1.8	1.3	.2	-
7 CENTS -----	.6	-	.2	-
8 CENTS -----	1.6	-	.5	-
9 CENTS -----	.7	-	.1	-
10 CENTS -----	8.1	2.5	.8	.1
12 AND UNDER 13 CENTS -----	5.6	4.3	1.2	.7
13 CENTS -----	.4	-	(8)	-
14 CENTS -----	-	1.2	-	.1
15 CENTS -----	10.3	5.5	1.8	.2
16 CENTS -----	1.4	2.9	.2	.6
17 CENTS -----	.3	-	.1	-
18 CENTS -----	1.4	4.3	.2	.2
19 CENTS -----	.5	-	.1	-
20 CENTS -----	20.0	4.8	4.2	.7
21 CENTS -----	1.5	1.5	.2	.2
22 CENTS -----	-	.4	-	.1
25 CENTS -----	1.9	3.3	.3	.1
27 CENTS -----	-	.6	-	.1
30 CENTS -----	-	16.4	-	2.9
36 CENTS -----	-	.6	-	(8)
38 CENTS -----	.1	.1	-	-
40 CENTS -----	-	.6	-	.1
50 CENTS -----	.2	-	-	-
UNIFORM PERCENTAGE:				
5 PERCENT -----	24.2	-	7.9	-
7 AND UNDER 8 PERCENT -----	1.7	2.5	.5	(8)
9 PERCENT -----	-	.9	-	.1
10 PERCENT -----	9.8	28.7	2.9	1.5
15 PERCENT -----	-	2.1	-	.1
OTHER DIFFERENTIAL -----	2.5	4.7	.3	.2

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Buffalo, N.Y., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WDRKRS BY SCHEDULED WEEKLY HOURS AND DAYS										.
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
20 HDURS-5 DAYS -----	1	-	2	-	-	-	-	-	-	-
25 HDURS-5 DAYS -----	(9)	-	(9)	-	1	-	-	-	-	-
27 HDURS-4 DAYS -----	1	-	2	-	3	-	-	-	-	-
30 HDURS -----	-	-	-	-	-	(9)	(9)	(9)	-	-
5 DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
6 DAYS -----	-	-	-	-	-	(9)	(9)	-	-	-
35 HDURS-5 DAYS -----	4	2	8	-	18	3	2	3	2	16
36 HDURS-5 DAYS -----	(9)	-	2	-	3	-	-	-	-	-
36 1/4 HDURS-5 DAYS -----	1	1	1	-	-	1	-	2	-	-
36 1/3 HDURS-5 DAYS -----	(9)	1	-	-	-	3	-	5	-	-
37 HDURS-5 DAYS -----	-	-	-	-	-	(9)	-	1	3	-
37 1/2 HDURS-5 DAYS -----	5	4	7	-	14	35	12	54	36	27
38 HDURS-5 1/2 DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
38 1/4 HDURS-5 DAYS -----	(9)	(9)	-	-	-	-	-	-	-	-
38 3/4 HDURS-5 DAYS -----	-	-	-	-	-	4	8	2	-	-
40 HDURS-5 DAYS -----	87	92	77	99	57	52	78	33	58	57
42 1/2 HDURS-5 DAYS -----	(9)	-	1	-	2	-	-	-	-	-
43 1/2 HDURS-5 1/2 DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
44 HDURS -----	(9)	-	1	-	1	-	-	-	-	-
5 DAYS -----	(9)	-	1	-	1	-	-	-	-	-
5 1/2 DAYS -----	(9)	-	(9)	-	-	-	-	-	-	-
45 HDURS-5 DAYS -----	(9)	1	(9)	(9)	-	(9)	-	(9)	1	(9)
46 1/2 HDURS-5 1/2 DAYS -----	(9)	-	1	-	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS										
ALL WEEKLY WDRK SCHEDULES -----	39.5	39.8	38.9	40.0	38.2	38.8	39.5	38.2	39.0	38.6

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Buffalo, N.Y., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	1	-	4	-	6	(9)	(9)	1	-	3
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	99	100	96	100	94	99	99	99	100	97
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	10.0	10.9	8.1	10.7	6.6	10.1	10.5	9.7	10.6	6.6
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰										
2 HOLIDAYS -----	(9)	-	(9)	1	-	-	-	-	-	-
3 HOLIDAYS -----	1	-	2	-	3	(9)	-	(9)	-	(9)
5 HOLIDAYS -----	1	1	3	-	2	-	-	-	-	-
6 HOLIDAYS -----	10	1	30	-	53	9	3	14	1	57
PLUS 1 OR MORE HALF DAYS -----	(9)	(9)	-	-	-	(9)	(9)	(9)	(9)	-
7 HOLIDAYS -----	4	2	9	-	15	4	1	7	-	24
PLUS 1 OR MORE HALF DAYS -----	(9)	-	(9)	(9)	-	2	-	3	-	7
8 HOLIDAYS -----	5	3	9	2	6	3	1	4	12	8
PLUS 2 HALF DAYS -----	(9)	-	(9)	-	-	(9)	-	(9)	-	-
9 HOLIDAYS -----	18	19	15	14	15	9	12	6	16	2
PLUS 1 OR MORE HALF DAYS -----	1	1	-	-	-	4	4	3	-	-
10 HOLIDAYS -----	20	25	10	31	-	22	39	9	17	-
PLUS 1 OR MORE HALF DAYS -----	2	2	2	(9)	-	3	3	3	-	-
11 HOLIDAYS -----	15	18	9	25	-	29	22	34	25	-
PLUS 2 HALF DAYS -----	-	-	-	-	-	1	1	-	-	-
12 HOLIDAYS -----	4	5	1	3	-	6	5	6	2	-
PLUS 1 OR MORE HALF DAYS -----	2	-	6	23	-	3	(9)	6	27	-
13 HOLIDAYS -----	(9)	(9)	-	-	-	2	-	3	-	-
14 HOLIDAYS -----	15	22	-	-	-	-	-	-	-	-
15 HOLIDAYS -----	-	-	-	-	-	3	7	-	-	-
16 HOLIDAYS -----	1	1	-	-	-	-	-	-	-	-
20 HOLIDAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹										
2 DAYS OR MORE -----	99	100	96	100	94	99	99	99	100	97
5 DAYS OR MORE -----	98	100	94	99	90	99	99	99	100	97
6 DAYS OR MORE -----	97	99	91	99	89	99	99	99	100	97
7 DAYS OR MORE -----	87	99	61	99	35	90	97	85	98	40
7 1/2 DAYS OR MORE -----	83	97	52	99	21	86	96	78	98	16
8 DAYS OR MORE -----	82	97	52	99	21	84	96	75	98	10
9 DAYS OR MORE -----	77	94	43	96	15	81	95	71	87	2
9 1/2 DAYS OR MORE -----	59	74	27	82	-	73	83	64	70	-
10 DAYS OR MORE -----	58	73	27	82	-	69	79	61	70	-
10 1/2 DAYS OR MORE -----	39	49	18	51	-	46	39	52	53	-
11 DAYS OR MORE -----	37	47	17	51	-	45	37	52	53	-
12 DAYS OR MORE -----	22	29	7	26	-	15	14	15	29	-
12 1/2 DAYS OR MORE -----	18	24	6	23	-	8	8	9	27	-
13 DAYS OR MORE -----	17	24	3	14	-	7	8	6	16	-
14 DAYS OR MORE -----	16	23	-	-	-	3	7	(9)	-	-
15 DAYS OR MORE -----	1	1	-	-	-	3	7	(9)	-	-
16 DAYS OR MORE -----	1	1	-	-	-	(9)	-	(9)	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Buffalo, N.Y., October 1975

Item ¹⁰	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
Percent of workers										
All full-time workers.....	100	100	100	100	100	100	100	100	100	100
New Year's Day.....	98	100	95	100	92	99	98	99	100	97
Washington's Birthday.....	20	18	23	70	-	49	34	61	86	-
Lincoln's Birthday.....	2	-	7	25	-	21	-	37	25	-
Good Friday.....	68	90	22	57	-	53	85	29	67	-
Good Friday, half day.....	(⁹)	-	(⁹)	(⁹)	-	1	1	1	(⁹)	6
Easter Sunday.....	2	-	5	1	6	(⁹)	-	(⁹)	-	-
Easter Monday.....	9	14	1	4	-	8	19	(⁹)	(⁹)	-
Memorial Day.....	98	100	94	99	90	99	99	99	100	97
Fourth of July.....	98	99	94	99	90	99	99	99	100	97
Labor Day.....	98	99	94	99	90	99	99	99	100	97
Day after Labor Day.....	2	3	-	-	-	3	8	-	-	-
Columbus Day.....	5	1	12	39	-	27	2	47	48	-
Veterans Day.....	5	2	12	44	-	26	1	45	47	-
Election Day.....	8	6	13	39	-	26	3	44	40	-
Thanksgiving Day.....	98	100	93	99	94	99	99	99	100	97
Day after Thanksgiving.....	59	80	15	53	(⁹)	51	79	30	54	(⁹)
Christmas Eve.....	53	75	7	8	2	31	59	9	4	7
Christmas Eve, half day.....	5	3	8	23	-	11	7	14	27	(⁹)
Christmas Day.....	98	99	95	100	94	99	98	99	100	97
Christmas-New Year's holiday period ¹²	15	22	-	-	-	4	10	-	-	-
Extra day during Christmas week.....	1	1	1	4	-	2	(⁹)	4	(⁹)	-
New Year's Eve.....	31	43	5	2	2	15	28	5	(⁹)	1
New Year's Eve, half day.....	2	(⁹)	5	14	-	5	2	6	16	(⁹)
Floating holiday, 1 day ¹³	19	23	11	6	18	21	40	7	2	17
Floating holiday, 2 days ¹³	3	2	3	11	-	6	4	7	3	-
Floating holiday, 3 days ¹³	4	4	4	2	4	2	5	(⁹)	(⁹)	-
Employee's birthday.....	12	6	23	43	9	7	1	12	39	8
Employee's anniversary.....	2	-	5	14	2	2	-	3	16	2
Personal holiday, 1 day.....	2	1	2	-	5	2	1	3	-	-
Personal holiday, 2 days.....	1	-	3	-	3	1	-	1	-	-
Personal holiday, 3 days.....	1	-	3	-	3	(⁹)	(⁹)	(⁹)	-	(⁹)

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Buffalo, N.Y., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING										
PAID VACATIONS -----	(9)	-	1	-	2	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING										
PAID VACATIONS -----	99	100	94	100	94	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	95	94	97	100	94	99	94	99	100	100
PERCENTAGE PAYMENT -----	4	6	1	-	-	1	2	-	-	-
OTHER PAYMENT -----	(9)	-	1	-	-	(9)	-	(9)	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴										
6 MONTHS OF SERVICE:										
UNDER 1 WEEK -----	15	17	12	-	13	3	3	3	-	15
1 WEEK -----	30	34	23	31	29	52	63	43	37	45
OVER 1 AND UNDER 2 WEEKS -----	2	1	3	9	-	9	6	11	11	-
2 WEEKS -----	1	1	1	1	-	10	3	17	-	-
1 YEAR OF SERVICE:										
1 WEEK -----	58	57	61	47	55	21	16	24	43	33
OVER 1 AND UNDER 2 WEEKS -----	3	4	3	6	4	2	2	2	1	9
2 WEEKS -----	35	37	37	46	40	75	79	72	56	58
OVER 2 AND UNDER 3 WEEKS -----	(9)	(9)	1	-	-	2	2	2	-	-
3 WEEKS -----	1	2	(9)	1	-	(9)	1	-	-	-
2 YEARS OF SERVICE:										
1 WEEK -----	32	36	25	7	21	9	9	3	9	19
OVER 1 AND UNDER 2 WEEKS -----	2	3	(9)	-	-	(9)	-	(9)	-	-
2 WEEKS -----	60	58	63	86	59	85	86	85	89	54
OVER 2 AND UNDER 3 WEEKS -----	2	1	3	6	4	3	4	2	1	9
3 WEEKS -----	3	2	7	1	14	3	1	4	-	19
3 YEARS OF SERVICE:										
1 WEEK -----	3	3	3	-	3	2	2	1	-	3
OVER 1 AND UNDER 2 WEEKS -----	3	4	1	-	-	1	2	-	-	-
2 WEEKS -----	69	62	81	93	77	85	77	91	97	69
OVER 2 AND UNDER 3 WEEKS -----	19	26	3	6	4	7	13	2	1	9
3 WEEKS -----	6	4	4	-	15	5	5	6	2	19
OVER 3 AND UNDER 4 WEEKS -----	(9)	(9)	1	-	-	1	-	1	-	-
4 WEEKS -----	(9)	-	(9)	1	-	-	-	-	-	-
4 YEARS OF SERVICE:										
1 WEEK -----	3	3	3	-	3	2	2	1	-	3
OVER 1 AND UNDER 2 WEEKS -----	3	4	1	-	-	1	2	(9)	-	-
2 WEEKS -----	68	63	81	93	75	84	76	90	97	68
OVER 2 AND UNDER 3 WEEKS -----	19	26	3	6	4	7	13	2	1	9
3 WEEKS -----	6	4	10	-	17	5	6	3	-	20
OVER 3 AND UNDER 4 WEEKS -----	(9)	(9)	1	-	-	1	-	2	-	-
4 WEEKS -----	(9)	-	(9)	1	-	(9)	-	(9)	2	-
5 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
OVER 1 AND UNDER 2 WEEKS -----	1	1	1	-	-	(9)	(9)	(9)	-	-
2 WEEKS -----	53	48	62	85	50	54	50	58	69	39
OVER 2 AND UNDER 3 WEEKS -----	8	11	4	6	-	5	10	2	1	-
3 WEEKS -----	37	40	29	8	47	39	40	37	4	58
OVER 3 AND UNDER 4 WEEKS -----	(9)	(9)	1	-	-	1	-	2	-	-
4 WEEKS -----	-	-	-	-	-	(9)	-	(9)	2	-
5 WEEKS -----	(9)	-	(9)	1	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Buffalo, N.Y., October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED										
10 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
2 WEEKS -----	8	4	15	4	26	7	4	9	9	13
OVER 2 AND UNDER 3 WEEKS -----	1	2	-	-	-	2	4	-	-	-
3 WEEKS -----	62	56	74	89	71	72	63	78	87	84
OVER 3 AND UNDER 4 WEEKS -----	14	25	3	6	-	6	11	3	1	-
4 WEEKS -----	10	13	3	-	-	13	18	9	2	-
OVER 4 AND UNDER 5 WEEKS -----	(9)	(9)	-	-	-	-	-	-	-	-
5 WEEKS -----	(9)	-	(9)	1	-	-	-	-	-	-
12 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
2 WEEKS -----	6	2	15	4	26	6	2	9	9	13
OVER 2 AND UNDER 3 WEEKS -----	1	2	-	-	-	2	5	-	-	-
3 WEEKS -----	59	53	71	89	68	69	57	78	87	83
OVER 3 AND UNDER 4 WEEKS -----	20	27	4	6	-	7	13	3	1	-
4 WEEKS -----	11	14	5	-	3	15	22	9	2	(9)
OVER 4 AND UNDER 5 WEEKS -----	1	1	-	-	-	(9)	(9)	-	-	-
5 WEEKS -----	(9)	-	(9)	1	-	-	-	-	-	-
15 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
2 WEEKS -----	5	1	14	(9)	26	4	1	5	(9)	5
OVER 2 AND UNDER 3 WEEKS -----	38	35	44	42	44	34	38	31	54	54
OVER 3 AND UNDER 4 WEEKS -----	7	9	1	-	-	5	9	2	-	-
4 WEEKS -----	45	50	36	51	27	54	47	60	44	38
OVER 4 AND UNDER 5 WEEKS -----	4	5	2	6	-	3	5	1	1	-
5 WEEKS -----	(9)	-	(9)	1	-	-	-	-	-	-
20 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
2 WEEKS -----	5	1	14	(9)	26	3	1	4	(9)	5
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	-	-	-	-	-	-
3 WEEKS -----	22	21	24	2	32	12	8	16	-	46
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	-	1	2	-	-	-
4 WEEKS -----	34	31	41	72	33	63	50	73	86	38
OVER 4 AND UNDER 5 WEEKS -----	3	4	1	(9)	-	2	3	1	(9)	-
5 WEEKS -----	32	40	15	20	6	17	32	5	12	8
OVER 5 AND UNDER 6 WEEKS -----	2	3	1	6	-	1	3	(9)	1	-
25 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
2 WEEKS -----	5	1	14	(9)	26	3	1	4	(9)	5
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	-	-	-	-	-	-
3 WEEKS -----	10	6	18	(9)	22	10	5	14	-	35
4 WEEKS -----	25	26	23	9	29	41	32	47	12	27
OVER 4 AND UNDER 5 WEEKS -----	4	5	1	(9)	-	2	1	3	(9)	-
5 WEEKS -----	50	56	37	80	21	41	56	29	80	30
OVER 5 AND UNDER 6 WEEKS -----	3	4	1	6	-	2	3	(9)	1	-
6 WEEKS -----	1	1	1	4	-	1	1	1	6	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Buffalo, N.Y., October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER 14 - CONTINUED										
30 YEARS OF SERVICE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
2 WEEKS -----	5	1	14	(9)	26	3	1	4	(9)	5
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
3 WEEKS -----	10	6	14	(9)	22	10	5	14	-	35
4 WEEKS -----	25	26	23	8	29	39	32	44	12	27
OVER 4 AND UNDER 5 WEEKS -----	4	5	1	-	-	2	1	3	-	-
5 WEEKS -----	42	47	34	67	21	35	42	29	64	30
OVER 5 AND UNDER 6 WEEKS -----	2	2	1	6	-	1	1	(9)	1	-
6 WEEKS -----	9	11	7	19	-	9	15	5	22	-
OVER 6 AND UNDER 7 WEEKS -----	2	2	-	-	-	1	2	-	-	-
MAXIMUM VACATION AVAILABLE:										
1 WEEK -----	(9)	-	1	-	1	(9)	-	1	-	3
2 WEEKS -----	5	1	14	(9)	26	3	1	4	(9)	5
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
3 WEEKS -----	10	6	14	(9)	22	10	5	14	-	35
4 WEEKS -----	24	26	23	8	22	39	32	44	12	22
OVER 4 AND UNDER 5 WEEKS -----	4	5	1	-	-	1	1	1	-	-
5 WEEKS -----	42	46	35	67	27	34	40	28	64	35
OVER 5 AND UNDER 6 WEEKS -----	2	2	1	6	-	1	1	(9)	1	-
6 WEEKS -----	10	12	7	19	-	11	16	7	22	-
OVER 6 AND UNDER 7 WEEKS -----	2	2	-	-	-	1	2	-	-	-
7 WEEKS -----	-	-	-	-	-	(9)	-	(9)	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Buffalo, N.Y., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹ -----	98	99	94	100	94	99	99	99	100	96
LIFE INSURANCE -----	91	98	79	99	69	67	99	96	99	89
NONCONTRIBUTORY PLANS -----	78	85	65	90	54	62	80	83	89	65
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	69	73	60	74	59	63	73	55	72	66
NONCONTRIBUTORY PLANS -----	59	66	46	73	36	61	60	44	72	34
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹ -----	82	88	70	82	77	84	96	74	99	68
SICKNESS AND ACCIDENT INSURANCE -----	70	85	40	79	28	68	81	40	75	31
NONCONTRIBUTORY PLANS -----	60	75	31	69	16	68	66	33	63	15
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	25	17	42	45	50	70	79	63	86	44
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	7	5	7	3	17	3	-	5	2	23
LONG-TERM DISABILITY INSURANCE -----	26	32	13	8	19	40	40	40	13	23
NONCONTRIBUTORY PLANS -----	21	28	7	7	8	30	22	36	13	7
HOSPITALIZATION INSURANCE -----	95	98	89	100	91	99	99	95	100	93
NONCONTRIBUTORY PLANS -----	86	95	66	99	51	92	90	70	99	28
SURGICAL INSURANCE -----	95	98	89	100	91	99	99	98	100	93
NONCONTRIBUTORY PLANS -----	86	95	66	99	51	92	90	76	99	28
MEDICAL INSURANCE -----	92	97	82	99	80	96	98	95	99	81
NONCONTRIBUTORY PLANS -----	84	94	62	99	45	79	85	75	99	28
MAJOR MEDICAL INSURANCE -----	62	61	63	67	61	61	89	52	99	75
NONCONTRIBUTORY PLANS -----	52	55	44	86	29	70	66	73	99	25
DENTAL INSURANCE -----	29	31	24	33	20	22	19	24	10	22
NONCONTRIBUTORY PLANS -----	27	31	17	33	8	12	19	0	10	6
RETIREMENT PENSION -----	87	95	69	85	64	92	94	89	79	81
NONCONTRIBUTORY PLANS -----	81	94	53	84	37	91	88	76	69	43

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.;—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Ocala, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies of approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy¹ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

¹ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to an employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Buffalo, N.Y.,¹ October 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	795	210	221,267	100	134,717	30,427	149,546
MANUFACTURING -----	50	286	81	124,217	56	91,006	13,393	90,948
NONMANUFACTURING -----	-	509	129	97,050	44	43,711	17,034	58,698
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	64	26	19,460	9	10,425	3,380	15,947
WHOLESALE TRADE -----	50	105	18	8,507	4	(⁶)	(⁶)	2,457
RETAIL TRADE -----	50	191	35	40,416	18	19,719	2,867	21,942
FINANCE, INSURANCE, AND REAL ESTATE -----	50	43	15	12,830	6	(⁷)	(⁶)	9,710
SERVICES ⁸ -----	50	106	35	15,837	7	(⁶)	(⁶)	8,632
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	76	66	133,112	100	83,777	19,838	124,111
MANUFACTURING -----	500	35	32	82,927	62	61,103	9,051	79,708
NONMANUFACTURING -----	-	41	34	50,185	38	22,674	10,787	44,403
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	7	7	12,514	9	6,365	2,539	12,514
WHOLESALE TRADE -----	500	1	1	500	1	(⁶)	(⁶)	500
RETAIL TRADE -----	500	19	13	24,148	18	13,401	1,944	18,946
FINANCE, INSURANCE, AND REAL ESTATE -----	500	6	6	8,000	6	(⁷)	(⁶)	8,000
SERVICES ⁸ -----	500	8	7	4,923	4	(⁶)	(⁶)	4,943

¹ The Buffalo Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Erie and Niagara Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. The municipally operated portion of Buffalo's transit system is excluded by definition from the scope of the study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Almost three-fifths of the workers within scope of the survey in the Buffalo area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Transportation equipment ----- 19	Motor vehicles and equipment ----- 17
Primary metal industries ----- 18	Blast furnace and basic steel products ----- 14
Fabricated metal products ----- 11	Metal stampings ----- 5
Machinery, except electrical ----- 8	Electrical industrial apparatus ----- 5
Chemicals and allied products ----- 8	
Electrical equipment and supplies ----- 7	
Food and kindred products ----- 6	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Buffalo, N.Y., October 1975:

	Plant workers	Office workers
All industries -----	80	17
Manufacturing -----	90	14
Nonmanufacturing -----	59	19
Public utilities -----	100	78
Retail trade -----	37	-

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.



Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromechanical typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Usually involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to the officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a mid-management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory work.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required tapes (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and reduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or change and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment. Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usual of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct length with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloy selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerance heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinker).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers. The specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

check in order to verify content; selection of appropriate type and size of container; inserting closures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, and other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' homes or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

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Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

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Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
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Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
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Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1974	Suppl. Free
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y. ¹	
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
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* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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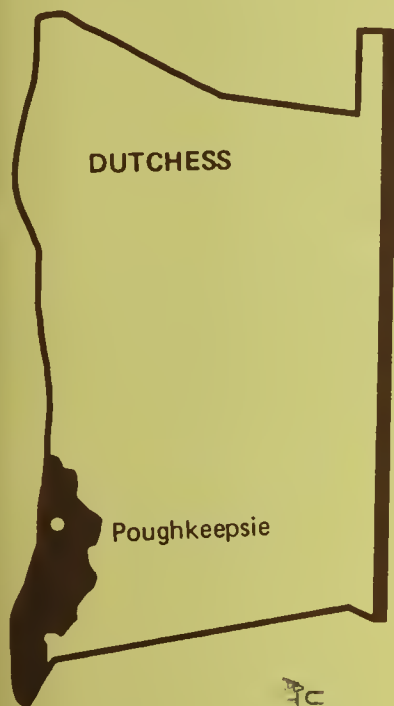
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1850-70

AREA WAGE SURVEY

Poughkeepsie, New York, Metropolitan Area
June 1975

Bulletin 1850-70



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Preface

This bulletin provides results of a June 1975 survey of occupational earnings and supplementary wage benefits in the Poughkeepsie, N.Y., Standard Metropolitan Statistical Area (Dutchess County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 79 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Poughkeepsie survey was conducted by the Bureau's regional office in New York, N.Y., under the general direction of Tony Ferrara, Acting Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

AREA WAGE SURVEY

Bulletin 1850-70
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Poughkeepsie, New York, Metropolitan Area, June 1975

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BLS Regional Offices listed on back cover. Price 65 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 82 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Poughkeepsie, N.Y., June 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						85	90	95	100	105	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400
						and under	90	95	100	105	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400
ALL WORKERS																														
CLERKS, ACCOUNTING, CLASS A -----	50	39.5	\$ 219.00	\$ 187.00	\$ 172.00-264.50	-	-	-	-	-	-	-	1	2	6	2	1	6	8	-	-	-	3	11	-	10	-	-	-	-
MANUFACTURING -----	25	39.0	\$ 173.00	\$ 173.50	\$ 147.50-185.50	-	-	-	-	-	-	-	1	2	5	1	1	5	7	-	-	-	3	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS B -----	60	38.0	\$ 110.50	\$ 105.00	\$ 100.00-122.50	-	14	1	14	8	2	9	5	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A -----	45	40.0	\$ 163.50	\$ 155.00	\$ 133.50-192.00	-	-	-	-	2	-	7	5	7	3	2	2	3	6	7	1	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	34	40.0	\$ 162.00	\$ 155.00	\$ 133.50-192.00	-	-	-	-	2	-	5	4	5	3	1	2	1	6	4	1	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS B -----	33	39.5	\$ 142.50	\$ 137.00	\$ 129.50-160.00	-	-	-	-	-	4	5	10	5	-	3	3	3	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES -----	544	40.0	\$ 213.50	\$ 215.00	\$ 195.00-236.00	-	-	-	-	-	5	6	14	8	18	12	10	28	56	159	107	62	41	15	3	-	-	-	-	-
SECRETARIES, CLASS A -----	24	38.0	\$ 219.50	\$ 211.00	\$ 156.00-283.00	-	-	-	-	-	-	-	-	-	-	9	1	-	-	3	-	1	3	4	3	-	-	-	-	-
SECRETARIES, CLASS B: NONMANUFACTURING -----	17	39.0	\$ 217.50	\$ 229.00	\$ 190.00-230.00	-	-	-	-	-	-	1	-	-	-	-	-	-	4	3	5	4	-	-	-	-	-	-	-	-
SECRETARIES, CLASS C: NONMANUFACTURING -----	22	39.5	\$ 164.50	\$ 154.00	\$ 130.50-195.50	-	-	-	-	-	-	1	5	4	2	-	2	-	4	4	-	-	-	-	-	-	-	-	-	-
SECRETARIES, CLASS D -----	24	39.0	\$ 136.50	\$ 136.50	\$ 122.00-147.50	-	-	-	-	-	5	4	7	2	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STENOGRAPHERS, GENERAL -----	139	39.0	\$ 144.50	\$ 147.00	\$ 140.00-155.00	-	-	-	-	2	16	4	12	48	40	15	2	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS -----	19	40.0	\$ 186.50	\$ 197.00	\$ 173.00-207.00	-	-	-	-	-	1	1	-	1	1	1	-	1	4	4	1	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS -----	26	39.0	\$ 134.50	\$ 130.00	\$ 120.50-149.50	1	-	-	-	-	1	10	4	5	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPEWRITERS, CLASS B -----	27	39.5	\$ 144.50	\$ 143.00	\$ 116.50-183.00	-	-	1	-	3	3	3	3	2	4	-	1	7	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Poughkeepsie, N.Y., June 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						175	180	185	190	195	200	205	210	215	220	225	230	235	240	245	250	255	260	265	270	275	280	285	290
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ALL WORKERS																													
DRAFTERS, CLASS B -----	42	40.0	\$ 217.00	\$ 210.50	\$ 192.50-224.00	1	-	-	13	-	-	3	8	5	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Poughkeepsie, N.Y., June 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	26	39.0	190.00	SECRETARIES - CONTINUED				SWITCHBOARD OPERATOR-RECEPTIONISTS-	26	39.0	134.50
MANUFACTURING -----	18	39.0	170.00					TYPISTS, CLASS B -----	27	39.5	144.50
CLERKS, ACCOUNTING, CLASS B -----	60	38.0	110.50	SECRETARIES, CLASS B: NONMANUFACTURING -----	17	39.0	\$ 217.50				
KEYPUNCH OPERATORS, CLASS A -----	45	40.0	163.50	SECRETARIES, CLASS C: NONMANUFACTURING -----	22	39.5	164.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
MANUFACTURING -----	34	40.0	162.00	SECRETARIES, CLASS D -----	24	39.0	136.50				
KEYPUNCH OPERATORS, CLASS B -----	33	39.5	142.50	STENOGRAPHERS, GENERAL -----	139	39.0	144.50	DRAFTERS, CLASS B -----	41	40.0	217.00
SECRETARIES -----	544	40.0	213.50	SWITCHBOARD OPERATORS -----	19	40.0	186.50				
SECRETARIES, CLASS A -----	24	38.0	219.50								

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Poughkeepsie, N.Y., June 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.10	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00					
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					4.50	4.60	4.70	4.80	4.90	5.00	5.10	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00						
ALL WORKERS																																
ELECTRICIANS, MAINTENANCE -----	39	\$ 5.61	\$ 5.41	\$ 5.29- 5.74	-	-	-	2	-	-	1	2	7	16	2	-	1	4	-	1	-	3	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	36	5.48	5.40	5.29- 5.48	-	-	-	2	-	-	1	2	7	16	2	-	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	51	5.84	5.98	5.11- 6.25	-	-	-	-	-	3	-	12	-	7	3	1	-	15	-	9	-	-	-	-	-	1	-	-	-	-	-	-
MANUFACTURING -----	51	5.84	5.98	5.11- 6.25	-	-	-	-	-	3	-	12	-	7	3	1	-	15	-	9	-	-	-	-	-	1	-	-	-	-	-	-
TOOL AND DIE MAKERS -----	148	6.13	6.11	5.62- 6.78	2	2	-	2	-	1	3	15	4	6	18	12	11	13	11	13	16	12	2	2	-	-	-	-	-	-	-	
MANUFACTURING -----	148	6.13	6.11	5.62- 6.78	2	2	-	2	-	1	3	15	4	6	18	12	11	13	11	13	16	12	2	2	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Poughkeepsie, N.Y., June 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00	2.40	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00		
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00			
ALL WORKERS		\$	\$	\$	\$																									
GUARDS AND WATCHMEN -----	195	3.14	2.35	2.20- 4.14	27	74	10	5	-	6	4	-	3	9	8	4	3	10	16	4	12	-	-	-	-	-	-	-	-	-
GUARDS -----	76	4.42	4.68	3.88- 4.93	1	3	-	-	-	1	4	-	3	8	7	4	3	10	16	4	12	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners ---	243	3.26	3.35	2.25- 3.65	53	14	5	8	13	18	15	23	46	2	10	11	19	1	5	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	67	3.71	3.46	3.33- 4.51	-	1	-	-	5	5	13	15	-	-	9	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	176	3.00	3.00	2.10- 3.65	53	13	5	8	8	13	2	8	46	2	1	11	-	1	5	-	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	130	4.11	4.54	3.58- 4.64	-	-	2	3	2	2	5	35	4	4	-	-	17	54	2	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	130	4.11	4.54	3.54- 4.64	-	-	2	3	2	2	5	35	4	4	-	-	17	54	2	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	15	3.50	3.25	3.00- 4.02	-	-	-	-	-	7	1	2	-	-	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS -----	125	5.10	4.70	3.80- 5.60	-	-	-	-	-	8	16	4	-	7	4	12	8	10	-	8	6	12	-	-	-	-	-	-	30	-
NONMANUFACTURING -----	89	4.32	4.25	3.50- 5.05	-	-	-	-	-	8	14	4	-	5	2	12	8	10	-	8	6	12	-	-	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TD AND INCLUDING 4 TDNS) -----	22	3.98	4.18	3.25- 4.43	-	-	-	-	-	-	7	-	-	3	2	4	4	-	-	2	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (FDRKLIFT) -----	72	4.74	4.90	4.65- 5.00	-	-	-	-	-	5	-	-	1	1	1	4	3	16	15	13	7	1	-	-	-	-	-	-	-	-
MANUFACTURING -----	62	4.75	4.90	4.61- 5.00	-	-	-	-	-	5	-	-	1	1	1	4	3	6	15	18	7	1	-	-	-	-	-	-	-	-
WAREHOUSEMEN -----	25	3.57	3.70	3.08- 4.00	-	-	2	1	2	3	1	3	3	-	8	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Poughkeepsie, N.Y., June 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
ELECTRICIANS, MAINTENANCE -----	39	\$ 5.61	LABORERS, MATERIAL HANDLING -----	130	\$ 4.11
MANUFACTURING -----	36	5.48	MANUFACTURING -----	130	4.11
MACHINISTS, MAINTENANCE -----	51	5.84	TRUCKDRIVERS -----	125	5.10
MANUFACTURING -----	51	5.84	NONMANUFACTURING -----	89	4.32
TOOL AND DIE MAKERS -----	148	6.13	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	22	3.98
MANUFACTURING -----	148	6.13			
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKERS, POWER (FORKLIFT) -----	72	4.74
GUARDS AND WATCHMEN -----	195	3.14	MANUFACTURING -----	62	4.75
GUARDS -----	76	4.42	WAREHOUSEMEN -----	25	3.57
JANITORS, PORTERS, AND CLEANERS ---	215	3.16	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	59	3.75			
NONMANUFACTURING -----	156	2.94	JANITORS, PORTERS, AND CLEANERS ---	28	3.47
PUBLIC UTILITIES -----	21	4.37			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts

NOTE: Data for table A-7 are not available for the Poughkeepsie survey since this is the first year a survey of comparable scope was conducted in the area. A separate report provides information on wage levels and trends in the Poughkeepsie-Kingston-Newburgh area.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Poughkeepsie, N.Y., June 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists						Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40	37½		All schedules	40	All schedules	40	37½
ESTABLISHMENTS STUDIED -----	55	24	xxx	31	xxx	xxx	55	24	xxx	31	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	18	10	9	8	4	3	24	10	8	14	8	4
UNDER \$82.50 -----	-	-	-	-	-	-	1	-	-	1	-	1
\$82.50 AND UNDER \$85.00 -----	-	-	-	-	-	-	2	-	-	2	1	1
\$85.00 AND UNDER \$87.50 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$87.50 AND UNDER \$90.00 -----	1	-	-	1	-	-	2	1	1	1	-	-
\$90.00 AND UNDER \$92.50 -----	2	1	1	1	1	-	2	1	1	1	1	-
\$92.50 AND UNDER \$95.00 -----	2	2	1	-	-	-	1	1	-	-	-	-
\$95.00 AND UNDER \$97.50 -----	1	1	1	-	-	-	2	-	-	2	1	1
\$97.50 AND UNDER \$100.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$100.00 AND UNDER \$105.00 -----	7	3	3	4	2	2	5	3	3	2	1	-
\$105.00 AND UNDER \$110.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$110.00 AND UNDER \$115.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$115.00 AND UNDER \$120.00 -----	3	2	2	1	1	-	4	3	3	1	1	-
\$120.00 AND UNDER \$125.00 -----	1	1	1	-	-	-	1	1	-	-	-	-
\$125.00 AND UNDER \$130.00 -----	1	-	-	1	-	1	1	-	-	1	-	1
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	7	4	xxx	3	xxx	xxx	19	12	xxx	7	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	30	10	xxx	20	xxx	xxx	12	2	xxx	10	xxx	xxx

See footnotes at end of tables.

Table B-2. Late-shift pay provisions for full-time manufacturing plant workers in Poughkeepsie, N.Y., June 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	89.6	70.2	14.5	2.6
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	2.0	2.0	.1	(8)
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	87.5	68.2	14.4	2.5
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	31.8	16.6	6.5	1.7
UNIFORM PERCENTAGE DIFFERENTIAL -----	54.6	51.6	7.7	.9
OTHER DIFFERENTIAL -----	1.2	-	.3	-
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	20.9	23.5	20.7	22.9
UNIFORM PERCENTAGE DIFFERENTIAL -----	9.3	11.8	9.4	12.3
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
3 AND UNDER 4 CENTS -----	.8	-	.1	-
10 CENTS -----	7.5	-	2.0	-
12 CENTS -----	2.7	-	.6	-
15 CENTS -----	3.9	4.9	-	.4
18 CENTS -----	-	2.1	-	.5
20 CENTS -----	-	1.7	-	(8)
25 CENTS -----	9.3	1.6	2.5	.1
30 CENTS -----	.9	-	(8)	-
32 CENTS -----	-	5.6	-	.6
35 CENTS -----	6.8	.8	1.2	(8)
UNIFORM PERCENTAGE:				
5 PERCENT -----	7.5	-	.9	-
7 AND UNDER 8 PERCENT -----	-	4.6	-	-
10 PERCENT -----	47.1	4.4	6.8	.1
12 AND UNDER 13 PERCENT -----	-	42.6	-	.8
OTHER DIFFERENTIAL -----	1.2	-	.3	-

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Poughkeepsie, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
35 HOURS-S DAYS -----	6	-	24	-	4	1	9	-
36 1/4 HOURS-S DAYS -----	4	6	-	-	1	-	3	-
37 1/2 HOURS-S DAYS -----	5	5	3	-	13	1	36	18
38 4/5 HOURS-S DAYS -----	-	-	-	-	2	-	5	-
40 HOURS-S DAYS -----	72	78	53	100	81	98	46	82
43 1/2 HOURS-S DAYS -----	5	7	-	-	-	-	-	-
44 HOURS-S DAYS -----	(9)	-	1	-	-	-	-	-
45 HOURS-S DAYS -----	3	3	5	-	-	-	-	-
46 1/4 HOURS-S DAYS -----	3	-	11	-	-	-	-	-
50 HOURS-S 1/2 DAYS -----	1	1	-	-	-	-	-	-
50 1/2 HOURS-S DAYS -----	1	-	3	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	40.1	40.2	40.0	40.0	39.4	39.9	38.5	39.5

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Poughkeepsie, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	(9)	-	1	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	99	100	99	100	100	100	100	100
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	9.8	10.2	8.5	11.2	10.3	10.7	9.4	11.6
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
5 HOLIDAYS -----	2	3	-	-	-	-	-	-
6 HOLIDAYS -----	12	3	39	-	9	1	27	-
7 HOLIDAYS -----	5	2	13	-	3	1	6	-
8 HOLIDAYS -----	6	7	1	-	3	3	3	-
9 HOLIDAYS -----	3	2	4	-	3	1	7	-
PLUS 2 HALF DAYS -----	7	9	-	-	3	5	-	-
10 HOLIDAYS -----	10	13	3	19	8	5	15	12
PLUS 1 HALF DAY -----	2	3	-	-	1	1	-	-
11 HOLIDAYS -----	44	51	24	44	60	81	15	18
PLUS 2 HALF DAYS -----	1	-	2	-	1	-	2	-
12 HOLIDAYS -----	7	8	5	37	7	2	16	70
13 HOLIDAYS -----	2	-	7	-	(9)	-	1	-
PLUS 1 HALF DAY -----	-	-	-	-	3	-	8	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
5 DAYS OR MORE -----	99	100	99	100	100	100	100	100
6 DAYS OR MORE -----	98	97	99	100	100	100	100	100
7 DAYS OR MORE -----	86	94	59	100	91	99	73	100
8 DAYS OR MORE -----	81	92	46	100	88	98	67	100
9 DAYS OR MORE -----	75	85	45	100	85	95	64	100
10 DAYS OR MORE -----	73	83	41	100	82	94	57	100
11 1/2 DAYS OR MORE -----	56	61	38	81	71	85	42	88
12 DAYS OR MORE -----	54	59	36	81	70	84	42	88
13 DAYS OR MORE -----	9	8	14	37	10	2	27	70
14 DAYS OR MORE -----	2	-	7	-	3	-	9	-
15 1/2 DAYS -----	-	-	-	-	3	-	8	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Poughkeepsie, N.Y., June 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
<u>Percent of workers</u>								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	99	100	99	100	100	100	100	100
Washington's Birthday	23	20	33	100	24	7	60	100
Lincoln's Birthday	4	1	11	44	8	1	23	18
Good Friday	40	47	18	56	26	25	29	82
Memorial Day	97	97	97	100	99	100	99	100
Fourth of July	96	95	97	100	99	99	99	100
Labor Day	99	100	99	100	100	100	100	100
Columbus Day	12	9	22	100	17	3	47	100
Veterans Day	4	2	12	63	8	1	23	30
Election Day	11	10	13	82	14	5	34	88
Thanksgiving Day	99	100	99	100	99	100	99	100
Day after Thanksgiving	27	32	10	37	23	20	29	70
Christmas Eve	15	19	5	37	13	13	12	70
Christmas Eve, half day	7	9	2	-	6	5	10	-
Christmas Day	99	100	99	100	100	100	100	100
New Year's Eve	6	8	-	-	1	2	-	-
New Year's Eve, half day	9	12	2	-	4	5	2	-
Floating holiday, 1 day ¹³	8	11	(⁹)	-	3	3	4	-
Floating holiday, 3 days ¹³	4	6	-	-	2	3	-	-
Floating holiday, 5 days ¹³	35	43	11	-	49	71	4	-
Employees' birthday	6	6	8	-	3	3	2	-
Employees' anniversary	1	-	5	-	1	-	2	-
Personal holiday, 1 day	6	3	16	-	1	(⁹)	2	-
Personal holiday, 3 days	3	2	8	-	5	(⁹)	14	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Poughkeepsie, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	-	-	-	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	100	100	100	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	96	95	100	100	100	100	100	100
PERCENTAGE PAYMENT -----	4	5	-	-	-	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	20	23	13	-	10	12	6	-
1 WEEK -----	62	62	63	100	79	81	74	100
OVER 1 AND UNDER 2 WEEKS -----	1	-	3	-	4	2	8	-
2 WEEKS -----	-	-	-	-	1	-	3	-
1 YEAR OF SERVICE:								
1 WEEK -----	29	28	29	-	6	4	9	-
OVER 1 AND UNDER 2 WEEKS -----	3	3	2	-	(9)	-	(9)	-
2 WEEKS -----	69	69	69	100	93	96	86	100
OVER 2 AND UNDER 3 WEEKS -----	-	-	-	-	1	-	4	-
2 YEARS OF SERVICE:								
1 WEEK -----	8	8	10	-	1	1	2	-
OVER 1 AND UNDER 2 WEEKS -----	4	5	3	-	1	1	(9)	-
2 WEEKS -----	87	88	86	100	96	98	93	100
OVER 2 AND UNDER 3 WEEKS -----	-	-	-	-	(9)	(9)	-	-
3 WEEKS -----	(9)	-	1	-	1	-	4	-
3 YEARS OF SERVICE:								
1 WEEK -----	3	4	-	-	1	(9)	2	-
2 WEEKS -----	96	96	97	100	98	99	94	100
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	(9)	(9)	-	-
3 WEEKS -----	(9)	-	1	-	1	-	4	-
4 YEARS OF SERVICE:								
1 WEEK -----	3	4	-	-	1	(9)	2	-
2 WEEKS -----	95	95	97	100	98	99	94	100
OVER 2 AND UNDER 3 WEEKS -----	1	2	1	-	(9)	(9)	-	-
3 WEEKS -----	(9)	-	1	-	1	-	4	-
5 YEARS OF SERVICE:								
1 WEEK -----	-	-	-	-	1	-	2	-
2 WEEKS -----	47	35	84	100	36	14	81	100
OVER 2 AND UNDER 3 WEEKS -----	9	11	1	-	1	2	-	-
3 WEEKS -----	44	53	15	-	62	84	17	-
10 YEARS OF SERVICE:								
2 WEEKS -----	11	10	15	-	3	1	7	-
3 WEEKS -----	51	45	70	100	46	28	85	100
OVER 3 AND UNDER 4 WEEKS -----	2	3	1	-	(9)	(9)	-	-
4 WEEKS -----	36	43	13	-	50	71	8	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Poughkeepsie, N.Y., June 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED								
12 YEARS OF SERVICE:								
2 WEEKS -----	11	10	14	-	3	1	5	-
3 WEEKS -----	50	43	71	100	47	28	87	100
OVER 3 AND UNDER 4 WEEKS -----	4	4	1	-	(9)	(9)	-	-
4 WEEKS -----	36	43	13	-	50	71	8	-
15 YEARS OF SERVICE:								
2 WEEKS -----	6	5	11	-	1	(9)	3	-
3 WEEKS -----	42	36	60	100	41	23	78	100
OVER 3 AND UNDER 4 WEEKS -----	5	7	1	-	1	2	-	-
4 WEEKS -----	47	53	28	-	56	75	19	-
20 YEARS OF SERVICE:								
2 WEEKS -----	6	5	11	-	1	(9)	3	-
3 WEEKS -----	25	20	41	-	15	4	38	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	29	28	31	100	33	25	51	100
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	(9)	(9)	-	-
5 WEEKS -----	40	47	16	-	50	71	8	-
25 YEARS OF SERVICE:								
2 WEEKS -----	6	5	11	-	1	(9)	3	-
3 WEEKS -----	12	10	21	-	7	2	16	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	27	25	32	-	32	23	51	-
OVER 4 AND UNDER 5 WEEKS -----	5	7	-	-	1	2	-	-
5 WEEKS -----	47	51	35	100	59	73	29	100
6 WEEKS -----	2	3	-	-	-	-	-	-
30 YEARS OF SERVICE:								
2 WEEKS -----	6	5	11	-	1	(9)	3	-
3 WEEKS -----	12	10	21	-	7	2	16	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	23	20	32	-	23	13	43	-
OVER 4 AND UNDER 5 WEEKS -----	5	7	-	-	1	2	-	-
5 WEEKS -----	51	57	35	100	68	82	38	100
6 WEEKS -----	2	3	-	-	-	-	-	-
MAXIMUM VACATION AVAILABLE:								
2 WEEKS -----	6	5	11	-	1	(9)	3	-
3 WEEKS -----	12	10	21	-	7	2	16	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	-	-	-
4 WEEKS -----	23	20	32	-	23	13	43	-
OVER 4 AND UNDER 5 WEEKS -----	5	7	-	-	1	2	-	-
5 WEEKS -----	50	57	32	100	64	82	26	100
6 WEEKS -----	3	3	3	-	1	-	4	-
7 WEEKS -----	-	-	-	-	3	-	8	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Poughkeepsie, N.Y., June 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	98	97	100	100	100	100	100	100
LIFE INSURANCE -----	91	95	76	100	91	99	75	100
NONCONTRIBUTORY PLANS -----	81	87	61	63	75	86	53	30
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	50	47	59	100	33	27	46	100
NONCONTRIBUTORY PLANS -----	41	39	48	63	19	14	29	30
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	79	82	69	100	94	97	89	100
SICKNESS AND ACCIDENT INSURANCE -----	30	33	21	63	24	20	32	30
NONCONTRIBUTORY PLANS -----	22	23	19	63	11	8	19	30
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	48	52	36	56	80	90	60	82
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	11	4	33	44	11	3	25	18
LONG-TERM DISABILITY INSURANCE -----	41	49	15	-	59	77	22	-
NONCONTRIBUTORY PLANS -----	40	49	11	-	51	72	7	-
HOSPITALIZATION INSURANCE -----	87	91	76	100	91	99	75	100
NONCONTRIBUTORY PLANS -----	74	76	67	100	70	86	36	100
URGICAL INSURANCE -----	87	91	76	100	91	99	75	100
NONCONTRIBUTORY PLANS -----	74	76	67	100	70	86	36	100
HEALTH INSURANCE -----	87	91	74	100	91	99	73	100
NONCONTRIBUTORY PLANS -----	74	76	67	100	69	84	36	100
MAJOR MEDICAL INSURANCE -----	83	89	66	100	91	98	75	100
NONCONTRIBUTORY PLANS -----	70	74	59	100	69	84	38	100
DENTAL INSURANCE -----	48	53	31	37	61	76	31	70
NONCONTRIBUTORY PLANS -----	45	50	31	37	56	74	19	70
RETIREMENT PENSION -----	91	87	61	100	90	97	73	100
NONCONTRIBUTORY PLANS -----	74	83	45	100	82	94	55	100

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 82² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 82 areas are 12 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.-Pa.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Tocoa, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh-Durham, N.C.; Syracuse, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Poughkeepsie, N.Y., June 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS -----	-	151	56	40,413	100	19,447	5,287	29,418
MANUFACTURING -----	50	72	25	30,036	74	14,722	3,570	24,102
NONMANUFACTURING -----	-	79	31	10,377	26	4,725	1,717	5,316
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	5	3	1,263	3	681	282	1,141
WHOLESALE TRADE -----	50	9	4	1,228	3	(⁶)	(⁶)	598
RETAIL TRADE -----	50	44	12	5,639	14	(⁶)	(⁶)	2,255
FINANCE, INSURANCE, AND REAL ESTATE -----	50	9	5	1,008	2	(⁷)	(⁶)	684
SERVICES ⁸ -----	50	12	7	1,239	3	(⁶)	(⁶)	638

¹ The Poughkeepsie Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Dutchess County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing	
Almost three-fourths of the workers within scope of the survey in the Poughkeepsie area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:	
Industry groups	Specific industries
Machinery, except electrical ... 42	Electronic components and accessories 33
Electrical equipment and supplies 34	Office and computing machines 24
Printing and publishing 8	Books 5

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage		
The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Poughkeepsie, N.Y., June 1975:		
	Plant workers	Office workers
All industries	34	12
Manufacturing	36	10
Nonmanufacturing	28	18
Public utilities	81	88

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Listed below are revised occupational titles introduced this year to eliminate sex stereotypes in the titles:

Revised title

Drafter
Drafter-tracer
Boiler tender

Former title

Draftsman
Draftsman-tracer
Fireman, stationary boiler

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory work.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required programs (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and produced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts to transposes scale as required. Suggested methods of approach, applicable precedents, and advice of source materials are given with initial assignments. Instructions are less complete when assignment recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairmen of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, and steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building work and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, sills, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and maintenance for janitor's equipment, such as brooms, mops, and pails. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition, filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping container the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

check in order to verify content; selection of appropriate type and size of container; inserting closures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' uses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska
Albany, Ga.
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Alexandria, La.
Alpena, Standish, and Tawas City, Mich.
Ann Arbor, Mich.
Asheville, N.C.
Atlantic City, N.J.
Augusta, Ga.-S.C.
Bakersfield, Calif.
Baton Rouge, La.
Battle Creek, Mich.
Beaumont-Port Arthur-Orange, Tex.
Biloxi-Gulfport and Pascagoula, Miss.
Boise City, Idaho
Bremerton, Wash.
Bridgeport, Norwalk, and Stamford, Conn.
Brunswick, Ga.
Burlington, Vt.-N.Y.
Cape Cod, Mass.
Cedar Rapids, Iowa
Champaign-Urbana-Rantoul, Ill.
Charleston, S.C.
Charlotte-Gastonia, N.C.
Cheyenne, Wyo.
Clarksville-Hopkinsville, Tenn.-Ky.
Colorado Springs, Colo.
Columbia, S.C.
Columbus, Ga.-Ala.
Columbus, Miss.
Crane, Ind.
Decatur, Ill.
Des Moines, Iowa
Dothan, Ala.
Duluth-Superior, Minn.-Wis.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.
Eugene-Springfield, Oreg.
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Fitchburg-Leominster, Mass.
Fort Smith, Ark.-Okla.
Fort Wayne, Ind.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-
Martinsburg, W. Va.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island-Hastings, Nebr.
Great Falls, Mont.
Guam, Territory of
Harrisburg-Lebanon, Pa.
Huntington-Ashland, W. Va.-Ky.-Ohio
Knoxville, Tenn.
La Crosse, Wis.
Laredo, Tex.
Las Vegas, Nev.
Lawton, Okla.
Lima, Ohio
Little Rock-North Little Rock, Ark.

Logansport-Peru, Ind.
Lorain-Elyria, Ohio
Lower Eastern Shore, Md.-Va.-Del.
Lynchburg, Va.
Macon, Ga.
Madison, Wis.
Mansfield, Ohio
Marquette, Escanaba, Sault Ste. Marie, Mich.
McAllen-Pharr-Edinburg and Brownsville-
Harlingen-San Benito, Tex.
Medford-Klamath Falls-Grants Pass, Oreg.
Meridian, Miss.
Middlesex, Monmouth, and Ocean Cos., N.J.
Mobile and Pensacola, Ala.-Fla.
Montgomery, Ala.
Nashville-Davidson, Tenn.
New Bern-Jacksonville, N.C.
New London-Norwich, Conn.-R.I.
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Oxnard-Simi Valley-Ventura, Calif.
Panama City, Fla.
Parkersburg-Marietta, W. Va.-Ohio
Peoria, Ill.
Phoenix, Ariz.
Pine Bluff, Ark.
Pocatello-Idaho Falls, Idaho
Portsmouth, N.H.-Maine-Mass.
Pueblo, Colo.
Puerto Rico
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Richland-Kennewick-Walla Walla-
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Salina, Kans.
Salinas-Seaside-Monterey, Calif.
Sandusky, Ohio
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Springfield, Ill.
Springfield-Chicopee-Holyoke, Mass.-Conn.
Stockton, Calif.
Tacoma, Wash.
Tampa-St. Petersburg, Fla.
Topeka, Kans.
Tucson, Ariz.
Tulsa, Okla.
Vallejo-Fairfield-Napa, Calif.
Waco and Killeen-Temple, Tex.
Waterloo-Cedar Falls, Iowa
West Texas Plains
Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price *	Area	Bulletin number and price ²
Akron, Ohio, Dec. 1974	Suppl. Free	Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$ 1.20	Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Miami, Fla., Oct. 1974	Suppl. Free
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Atlanta, Ga., May 1975 ¹	1850-25, \$ 1.00	Minneapolis-St. Paul, Minn., Jan. 1975 ¹	1850-20, \$ 1.05
Austin, Tex., Dec. 1974	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$ 1.30	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$ 1.00
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	Newark, N.J., Jan. 1975 ¹	1850-18, \$ 1.00
Bellings, Mont., July 1975	1850-46, 65 cents	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Boise City, Idaho, Nov. 1973 ²	Suppl. Free	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$ 1.10
Boston, Mass., Aug. 1975 ¹	1850-58, \$ 1.05	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Buffalo, N.Y., Oct. 1974	1850-69, 95 cents	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Burlington, Vt., Dec. 1973 ²	Suppl. Free	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va., May 1975	1850-30, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$ 1.10
Cattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$ 1.30	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Maine, Nov. 1974	Suppl. Free
Copus Christi, Tex., July 1975	1850-37, 65 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Dallas, Tex., Oct. 1973 ²	Suppl. Free	Poughkeepsie, N.Y., June 1975	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$ 1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Denver-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1974 ¹	1850-14, 80 cents	Raleigh, N.C., Dec. 1973 ^{1 2}	1795-7, 65 cents
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
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Fresno, Calif., June 1975 ¹	1850-61, \$ 1.20	San Antonio, Tex., May 1975	1850-23, 65 cents
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Gen Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$ 1.00
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975	1850-42, 65 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Scranton, Pa., July 1973 ^{1 2}	1795-3, 55 cents
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
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Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	South Bend, Ind., Mar. 1975	Suppl. Free
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Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Tampa-St. Petersburg, Fla., Aug. 1973 ²	Suppl. Free
Lancaster-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Langston-Fayette, Ky., Nov. 1974	Suppl. Free	Trenton, N.J., Sept. 1975 ¹	1850-60, \$ 1.20
Little Rock-North Little Rock, Ark., July 1973 ²	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$ 1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1973 ²	Suppl. Free	Waterloo, Iowa, Nov. 1973 ^{1 2}	1795-5, 60 cents
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		York, Pa., Feb. 1975 ¹	1850-32, 80 cents
		Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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AREA WAGE SURVEY

Saginaw, Michigan, Metropolitan Area
November 1975

Bulletin 1850-71

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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This Bulletin provides results of a November 1975 survey of occupational earnings in the Saginaw, Michigan, Standard Metropolitan Statistical Area (Saginaw County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Saginaw survey was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

AREA WAGE SURVEY

Bulletin 1850-71
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Saginaw, Michigan, Metropolitan Area, November 1975

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BLS Regional Offices listed on back cover. Price 35 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Saginaw, Mich., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360			
						90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360				
ALL WORKERS																													
WORKS, ACCOUNTING, CLASS A -----	123	39.5	\$ 198.50	\$ 199.50	\$ 141.50-252.00	-	-	-	7	6	15	10	10	11	1	-	3	-	12	27	13	8	-	-	-	-	-		
MANUFACTURING -----	55	40.0	238.00	256.00	227.50-270.50	-	-	-	-	-	5	2	-	-	1	-	3	-	10	13	13	8	-	-	-	-	-		
NONMANUFACTURING -----	68	39.5	166.50	150.00	134.50-167.00	-	-	-	7	6	10	8	10	11	-	-	-	-	2	14	-	-	-	-	-	-	-		
WORKS, ACCOUNTING, CLASS B -----	99	39.5	144.50	132.00	110.00-160.00	6	8	2	20	9	14	7	6	3	1	1	5	10	3	3	1	-	-	-	-	-	-		
MANUFACTURING -----	31	39.5	150.50	134.00	114.50-168.00	-	6	-	3	4	6	1	1	3	1	-	1	-	1	3	1	-	-	-	-	-			
NONMANUFACTURING -----	68	39.5	141.50	132.00	110.00-163.50	6	2	2	17	5	8	6	5	-	-	1	4	10	2	-	-	-	-	-	-	-	-		
WORKS, ORDER -----	24	40.0	140.50	120.00	112.00-155.00	-	3	-	4	6	1	4	-	-	1	-	3	2	-	-	-	-	-	-	-	-	-		
WORKS, PAYROLL -----	32	39.5	168.00	156.00	143.00-200.00	-	-	-	2	1	4	7	2	3	1	-	3	7	2	-	-	-	-	-	-	-	-		
MANUFACTURING -----	17	39.5	188.50	196.50	160.50-211.00	-	-	-	-	-	-	2	1	3	1	-	3	5	2	-	-	-	-	-	-	-			
NONMANUFACTURING -----	15	39.5	145.50	143.00	130.00-149.50	-	-	-	2	1	4	5	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-		
PUNCH OPERATORS, CLASS A -----	48	40.0	164.00	124.00	116.00-230.50	-	-	2	18	6	1	3	-	3	-	-	1	-	2	5	7	-	-	-	-	-	-		
PUNCH OPERATORS, CLASS B -----	55	39.5	188.00	192.50	157.00-210.00	-	-	-	-	1	5	5	5	7	1	1	6	13	6	5	-	-	-	-	-	-	-		
SECRETARIES -----	185	39.0	216.00	218.50	140.00-270.00	-	-	2	8	15	16	9	1	5	4	8	11	14	17	22	16	17	9	4	2	5			
MANUFACTURING -----	90	39.5	251.00	269.00	192.00-287.00	-	-	-	1	6	1	-	-	1	3	6	9	2	3	8	14	16	9	4	2	5			
NONMANUFACTURING -----	95	38.5	182.50	175.00	134.50-233.50	-	-	2	7	9	15	9	1	4	1	2	2	12	14	14	2	1	-	-	-	-	-		
SECRETARIES, CLASS A -----	15	40.0	260.50	296.50	172.00-324.50	-	-	-	-	-	2	-	-	1	3	-	-	-	-	-	1	1	2	2	-	3			
SECRETARIES, CLASS B -----	27	39.0	209.50	160.00	135.50-307.00	-	-	-	1	3	7	1	1	2	1	-	-	1	-	1	-	1	2	2	2	2			
SECRETARIES, CLASS C -----	102	39.5	221.00	251.00	160.00-276.00	-	-	2	6	5	7	4	-	2	-	8	1	7	4	21	15	15	5	-	-	-			
NONMANUFACTURING -----	52	39.0	184.00	181.00	129.50-251.00	-	-	2	6	5	6	4	-	2	-	2	-	7	2	14	2	-	-	-	-	-			
SECRETARIES, CLASS D -----	41	38.5	191.00	196.00	144.00-233.50	-	-	-	1	7	-	4	-	-	-	-	10	6	13	-	-	-	-	-	-	-			
TOPOGRAPHERS, SENIOR -----	94	40.0	179.00	170.50	122.00-227.50	-	-	3	-	28	4	-	10	2	1	2	3	11	14	11	5	-	-	-	-	-			
TELETYPE OPERATORS -----	19	39.5	198.00	199.00	170.00-245.50	-	-	-	1	-	3	-	-	-	4	-	2	2	1	6	-	-	-	-	-	-			
TELETYPE OPERATOR-RECEPTIONISTS -----	40	39.5	130.00	111.00	106.00-142.50	-	5	7	13	1	2	5	1	1	-	-	-	2	2	1	-	-	-	-	-	-			
MANUFACTURING -----	18	40.0	151.00	129.50	110.00-199.50	-	-	1	8	-	-	3	1	-	-	-	-	2	2	1	-	-	-	-	-	-			
NONMANUFACTURING -----	22	39.5	113.00	109.00	100.00-122.50	-	5	6	5	1	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-			
STATISTICIANS, CLASS A -----	25	39.0	179.00	176.50	120.00-244.00	-	4	2	-	3	2	-	-	1	1	-	-	1	4	7	-	-	-	-	-	-			
STATISTICIANS, CLASS B -----	25	40.0	151.50	137.00	122.00-179.00	-	-	6	-	3	4	1	1	-	4	-	2	4	-	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Saginaw, Mich., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of— ^a																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						110 and under	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	300	320	340	360		
ALL WORKERS			\$	\$	\$	\$																							
COMPUTER OPERATORS, CLASS 0 -----	51	39.0	203.00	167.00	137.00-287.50	1	11	3	7	2	2	2	-	-	3	-	-	1	-	-	1	2	9	5	1	1			
DRAFTERS, CLASS B -----	62	40.0	265.00	284.00	195.50-307.50	-	-	-	-	-	-	2	9	6	-	2	-	3	1	1	3	2	14	8	9	2			
MANUFACTURING -----	62	40.0	265.00	284.00	195.50-307.50	-	-	-	-	-	-	2	9	6	-	2	-	3	1	1	3	2	14	8	9	2			
DRAFTERS, CLASS C -----	25	40.0	224.00	231.00	158.50-277.00	-	-	-	6	3	-	-	1	-	-	1	1	1	1	-	1	4	3	3	-	-			
MANUFACTURING -----	25	40.0	224.00	231.00	158.50-277.00	-	-	-	6	3	-	-	1	-	-	1	1	1	1	-	1	4	3	3	-	-			

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Saginaw, Mich., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	24	40.0	\$ 245.50	SECRETARIES -----	185	39.0	\$ 216.00	TYPISTS, CLASS A -----	25	39.0	\$ 179.00
OFFICE OCCUPATIONS - WOMEN				MANUFACTURING -----	90	39.5	251.00	TYPISTS, CLASS B -----	25	40.0	151.50
CLERKS, ACCOUNTING, CLASS A -----	99	39.5	167.00	NONMANUFACTURING -----	95	38.5	182.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
MANUFACTURING -----	39	40.0	227.50	SECRETARIES, CLASS A -----	15	40.0	260.50	COMPUTER OPERATORS, CLASS B -----	33	39.5	220.00
NONMANUFACTURING -----	60	39.5	160.50	SECRETARIES, CLASS B -----	27	39.0	209.50	DRAFTERS, CLASS B -----	62	40.0	265.00
CLERKS, ACCOUNTING, CLASS B -----	97	39.5	143.00	SECRETARIES, CLASS C -----	102	39.5	221.00	MANUFACTURING -----	62	40.0	265.00
MANUFACTURING -----	31	39.5	150.50	NONMANUFACTURING -----	52	39.0	184.00	DRAFTERS, CLASS C -----	25	40.0	224.00
NONMANUFACTURING -----	66	39.5	139.50	SECRETARIES, CLASS C -----	41	38.5	191.00	MANUFACTURING -----	25	40.0	224.00
CLERKS, ORDER -----	19	40.0	123.50	SECRETARIES, CLASS 0 -----	19	39.5	198.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
CLERKS, PAYROLL -----	30	39.5	166.00	STENOGRAPHERS, SENIOR -----	94	40.0	179.00	COMPUTER OPERATORS, CLASS B -----	18	39.0	172.50
MANUFACTURING -----	15	39.5	187.00	SWITCHBOARD OPERATORS -----	19	39.5	198.00				
NONMANUFACTURING -----	15	39.5	145.50	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	40	39.5	130.00				
KEYPUNCH OPERATORS, CLASS A -----	48	40.0	164.00	MANUFACTURING -----	18	40.0	151.00				
KEYPUNCH OPERATORS, CLASS 0 -----	55	39.5	188.00	NONMANUFACTURING -----	22	39.5	113.00				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Saginaw, Mich., November 1975

NOTE: Data for maintenance and powerplant workers do not meet publication criteria.

Table A-5. Hourly earnings of custodial and material movement workers in Saginaw, Mich., November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.10	2.20	2.30	2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ALL WORKERS																														
WITORS, PORTERS, AND CLEANERS ---	458	\$ 5.29	\$ 6.04	\$ 4.78- 6.04	1	4	5	4	20		8	15	8	-	4	2	-	19	5	5	16	-	-	32	58	252	-	-	-	-
NONMANUFACTURING -----	95	3.49	2.90	2.50- 4.47	1	4	5	4	20		8	15	2	-	4	2	-	4	-	3	4	-	-	18	-	1	-	-	-	-
BORERS, MATERIAL HANDLING -----	152	5.66	6.20	5.72- 6.20	1	4	1	-	3		2	-	-	1	-	-	-	-	-	6	-	-	9	4	40	80	1	-	-	-
CKERS, SHIPPING -----	78	5.51	5.87	5.45- 5.87	-	-	-	-	-		-	-	-	2	-	-	-	12	3	-	2	-	-	2	42	15	-	-	-	-
CEIVING CLERKS -----	27	4.88	4.35	4.06- 5.38	-	-	-	-	-		-	-	-	-	-	-	-	9	5	3	-	-	-	4	-	2	4	-	-	-
MANUFACTURING -----	21	4.88	4.47	4.06- 5.38	-	-	-	-	-		-	-	-	-	-	-	-	9	1	3	-	-	-	3	-	2	3	-	-	-
PPING CLERKS -----	15	5.52	6.58	4.11- 6.63	-	-	-	-	-		-	-	-	-	-	-	-	6	-	1	-	-	-	-	-	-	6	2	-	-
UCKDRIVERS -----	160	5.78	6.07	5.00- 6.36	-	-	-	-	-		-	-	3	-	-	6	-	5	3	-	17	3	8	8	2	71	29	5	-	-
MANUFACTURING -----	120	6.19	6.29	6.07- 6.70	-	-	-	-	-		-	-	-	-	-	-	-	3	3	-	-	1	2	6	-	71	29	5	-	-
NONMANUFACTURING -----	40	4.55	4.75	4.00- 4.89	-	-	-	-	-		-	-	3	-	-	6	-	2	-	-	17	2	6	2	2	-	-	-	-	-
UCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	46	5.57	6.07	5.04- 6.07	-	-	-	-	-		-	-	-	-	-	-	-	3	3	-	-	-	8	4	-	28	-	-	-	-
UCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	67	6.01	6.21	4.85- 6.70	-	-	-	-	-		-	-	-	-	-	-	-	-	-	16	3	-	-	-	2	16	29	1	-	-
HOUSEMEN -----	72	4.47	4.38	4.38- 4.50	-	-	-	-	-		-	-	7	2	-	2	-	2	40	2	3	-	4	-	-	10	-	-	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Saginaw, Mich., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ¹) hourly earnings ²	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
JANITORS, PORTERS, AND CLEANERS ---	391	\$ 5.50	TRUCKDRIVERS - CONTINUED		
NONMANUFACTURING -----	65	3.80	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	46	\$ 5.57
LABORERS, MATERIAL HANDLING -----	149	5.68	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	67	6.01
MANUFACTURING -----	132	6.00	WAREHOUSEMEN -----	72	4.47
RECEIVING CLERKS -----	25	4.92	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	21	4.88	JANITORS, PORTERS, AND CLEANERS ---	67	4.08
SHIPPING CLERKS -----	15	5.52			
TRUCKDRIVERS -----	160	5.78			
MANUFACTURING -----	120	6.19			
NONMANUFACTURING -----	40	4.55			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Saginaw, Mich., November 1975

Industry and occupational group	November 1974 to November 1975
All industries:	
Office clerical (men and women)	7.9
Electronic data processing (men and women)	*
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	*
Unskilled plant workers (men)	10.1

* Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 81² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupation studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.³ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented in the B-series tables in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 81 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; Ft. Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.; N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishments and workers within scope of survey and number studied
in Saginaw, Mich., November 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions	-	124	61	38,527	100	32,433
Manufacturing	50	47	21	27,717	72	25,010
Nonmanufacturing	-	77	40	10,810	28	7,423
Transportation, communication, and other public utilities ⁵	50	5	4	2,496	6	2,126
Wholesale trade ⁶	50	8	5	795	2	621
Retail trade ⁶	50	41	20	4,983	13	3,225
Finance, insurance, and real estate ⁶	50	11	5	1,558	4	991
Services ^{6,7}	50	12	6	978	3	460

¹ The Saginaw Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Saginaw County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CRKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings partly classified material by finer subheadings. Prepares simple related index and cross-reference. As requested, locates clearly identified material in files and forwards material. May perform clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is partly classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CRK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Tasks involve any combination of the following: Quoting prices to customers; making out an order; listing the items to make up the order; checking prices and quantities of items on order sheet; distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices against original orders.

CRK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Tasks involve: Calculating workers' earnings based on time or production records; and posting related data on payroll sheet, showing information such as worker's name, working days, time, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

PUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train experienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous coding or codes or missing information.

SENGER

Performs various routine duties such as running errands, operating minor office machines as sealers or mailers, opening and distributing mail, and other minor clerical work. Excludes duties that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently requiring a minimum of detailed supervision and guidance. Performs varied clerical and secretarial tasks, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. Work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files, assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail, and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar material for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by editing, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior operations so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing the most difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; defines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusual, complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, w-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work, and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock, ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

PAINTER, MAINTENANCE

Cleaner. Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other waste; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk.

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

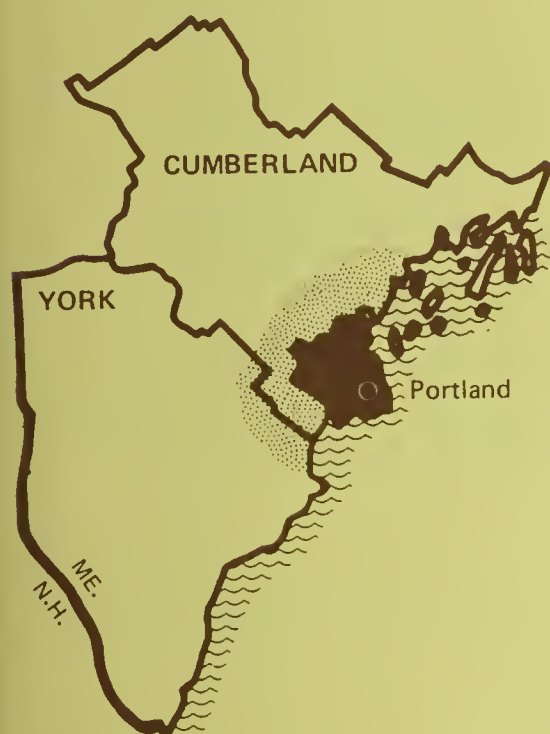
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A WAGE SURVEY

Portland, Maine, Metropolitan Area
November 1975

Bulletin 1850-72



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a November 1975 survey of occupational earnings in the Portland, Maine, Standard Metropolitan Statistical Area (the cities of Portland, South Portland, and Westbrook, and the towns of Cape Elizabeth, Cumberland, Falmouth, Freeport, Gorham, Scarborough, Windham, and Yarmouth in Cumberland County; and Saco city and Old Orchard Beach town in York County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Portland survey was conducted by the Bureau's regional office in Boston, Mass., under the general direction of Paul V. Mulkern, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report of occupational earnings for the Portland area is available for the laundry and dry cleaning industry. Also available are listings of union wage rates for several selected building trades. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-72
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Portland, Maine, Metropolitan Area, November 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Table A-1. Weekly earnings of office workers in Portland, Maine, November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	
						85	90	95	100	105	110	115	120	125	130	135	140	150	160	170	180	190	200	210	220	over	
ALL WORKERS																											
TELETYPE OPERATORS, MACHINE (BILLING MACHINE) -----	27	38.5	\$ 107.50	\$ 95.50	\$ 95.00-102.50	-	1	2	12	6	-	2	1	-	-	-	-	-	2	-	-	-	-	-	-	1	
NONMANUFACTURING -----	23	38.5	103.00	95.50	95.00-102.50	-	1	2	12	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	25	38.5	116.00	112.50	109.00-120.50	-	-	-	1	1	5	8	-	4	6	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	25	38.5	116.00	112.50	109.00-120.50	-	-	-	1	1	5	8	-	4	6	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	190	39.0	167.50	170.50	130.50-198.50	-	-	1	-	-	6	3	7	4	6	10	11	15	15	15	42	3	33	-	6	13	
MANUFACTURING -----	33	40.0	163.50	164.00	150.00-177.00	-	-	-	-	1	-	-	-	1	1	1	2	2	3	9	9	2	-	-	1	1	
NONMANUFACTURING -----	157	39.0	168.50	172.50	130.00-198.50	-	-	1	-	-	5	3	7	3	5	9	9	13	12	6	33	1	33	-	5	12	
PUBLIC UTILITIES -----	67	38.5	195.50	198.50	172.50-198.50	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	22	-	33	-	-	*9	
CLERKS, ACCOUNTING, CLASS B -----	343	39.0	138.00	128.00	104.00-155.00	3	9	32	16	28	17	22	15	16	14	13	8	31	43	10	3	9	29	-	-	25	
NONMANUFACTURING -----	282	39.0	137.50	124.00	101.00-157.50	3	9	30	14	25	17	22	10	13	13	10	5	12	29	6	1	9	29	-	-	25	
PUBLIC UTILITIES -----	94	38.5	189.50	190.50	158.00-228.00	-	-	-	-	-	-	3	-	-	-	-	-	5	16	6	1	9	29	-	-	**25	
CLERKS, FILE, CLASS C -----	48	37.0	92.50	89.00	85.50- 92.50	12	17	11	1	-	-	3	-	3	1	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	48	37.0	92.50	89.00	85.50- 92.50	12	17	11	1	-	-	3	-	3	1	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	139	38.5	131.50	128.00	115.00-147.50	-	-	1	9	20	-	5	5	24	6	11	6	32	3	9	-	5	-	-	-	3	
NONMANUFACTURING -----	126	38.5	130.00	128.00	112.50-147.50	-	-	-	9	19	-	5	5	24	5	10	5	32	2	4	-	3	-	-	-	3	
CLERKS, PAYROLL -----	67	39.0	137.50	122.00	106.00-161.00	-	-	2	2	11	5	10	2	5	2	6	-	1	3	3	5	3	1	1	-	5	
MANUFACTURING -----	31	40.0	122.50	114.00	104.00-130.00	-	-	2	2	6	1	7	1	1	2	3	-	-	2	1	-	2	1	-	-	-	
NONMANUFACTURING -----	36	38.5	150.00	131.00	109.50-175.00	-	-	-	-	5	4	3	1	4	-	3	-	1	1	2	5	1	-	1	-	**5	
TYPEWRITER OPERATORS, CLASS A -----	107	39.0	135.50	133.50	107.00-146.00	6	-	12	-	9	-	4	-	14	4	6	16	11	4	6	-	5	-	-	-	10	
MANUFACTURING -----	19	40.0	142.00	140.00	131.50-153.50	-	-	-	-	-	-	-	-	2	2	1	4	5	1	4	-	-	-	-	-	-	
NONMANUFACTURING -----	88	38.5	134.00	128.00	104.00-144.00	6	-	12	-	9	-	4	-	12	2	5	12	6	3	2	-	5	-	-	-	†10	
PUBLIC UTILITIES -----	17	39.5	203.50	224.50	183.00-224.50	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	5	-	-	-	10	
TYPEWRITER OPERATORS, CLASS B -----	66	38.5	118.50	118.00	110.00-125.50	-	-	2	4	4	4	9	15	4	10	6	5	3	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	55	38.5	120.00	119.50	110.00-124.00	-	-	2	2	4	3	6	11	4	10	5	5	3	-	-	-	-	-	-	-	-	
SENGERS -----	24	39.0	121.50	113.50	94.00-120.00	-	2	5	1	2	-	4	3	3	-	-	-	-	-	1	-	-	-	-	-	†3	
NONMANUFACTURING -----	22	39.0	122.00	111.50	92.50-116.50	-	2	5	1	2	-	4	3	1	-	-	-	-	-	1	-	-	-	-	-	3	
SECRETARIES -----	275	38.5	151.50	149.50	128.00-169.50	-	-	-	2	4	3	16	12	18	21	19	16	34	22	40	30	10	9	10	3	6	
MANUFACTURING -----	59	39.5	164.00	165.00	150.00-172.50	-	-	-	-	-	-	-	-	2	-	2	3	7	6	15	15	4	2	3	-	-	
NONMANUFACTURING -----	216	38.5	148.00	142.00	125.00-163.50	-	-	-	2	4	3	16	12	16	21	17	13	27	16	25	15	6	7	7	3	6	
PUBLIC UTILITIES -----	30	39.5	176.00	176.00	136.00-209.00	-	-	-	-	-	-	-	4	-	2	2	-	1	1	1	8	1	-	3	3	*4	
SECRETARIES, CLASS B -----	66	38.5	166.00	164.00	146.50-180.00	-	-	-	-	-	-	1	3	2	-	4	-	12	5	10	12	5	5	3	3	1	
NONMANUFACTURING -----	60	38.0	165.50	163.00	145.50-179.50	-	-	-	-	-	-	-	1	3	2	-	4	12	3	9	11	5	3	3	1	-	
SECRETARIES, CLASS C -----	112	38.5	147.50	147.50	130.00-163.00	-	-	-	-	-	1	7	2	7	13	12	4	17	13	18	9	5	1	3	-	-	
MANUFACTURING -----	26	40.0	169.50	172.50	154.00-183.50	-	-	-	-	-	-	-	-	2	-	-	-	3	2	3	9	4	-	3	-	-	
NONMANUFACTURING -----	86	38.0	141.00	138.50	128.00-157.50	-	-	-	-	-	1	7	2	5	13	12	4	14	11	15	-	1	1	-	-	-	
SECRETARIES, CLASS D -----	86	39.0	138.50	132.00	116.50-158.50	-	-	-	2	4	2	9	9	8	6	7	8	5	4	10	7	-	-	3	-	2	
MANUFACTURING -----	26	39.5	156.00	163.50	147.50-165.00	-	-	-	-	-	-	-	-	-	-	2	3	4	2	10	5	-	-	-	-	-	
NONMANUFACTURING -----	60	38.5	131.00	123.00	115.00-134.50	-	-	-	2	4	2	9	9	8	6	5	5	1	2	-	2	-	-	3	-	-	

* Workers were distributed as follows: 2 at \$240 to \$250; and 7 at \$250 to \$260.
 ** Workers were distributed as follows: 2 at \$220 to \$230; 14 at \$230 to \$240; and 9 at \$240 to \$250.
 *** Workers were distributed as follows: 3 at \$240 to \$250; 1 at \$250 to \$260; and 1 at \$260 to \$270.
 † Workers were at \$220 to \$230,
 ‡ Workers were distributed as follows: 2 at \$230 to \$240; 1 at \$240 to \$250; and 1 at \$250 to \$260.

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Portland, Maine, November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 95	\$ 100	\$ 105	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220 and over						
						85	90	95	100	105	110	115	120	125	130	135	140	150	160	170	180	190	200	210	220	over						
ALL WORKERS-- CONTINUED			\$	\$	\$	\$																										
STENOGRAPHERS, GENERAL ----- NONMANUFACTURING -----	75 66	38.0 38.0	133.00 134.50	132.50 133.00	115.00-160.00 116.00-160.00	-	3	-	6	4	1	4	9	5	4	7	4		4	4	16	3	-	-	-	-	-	-	1	-	-	-
STENOGRAPHERS, SENIOR ----- NONMANUFACTURING -----	19 19	40.0 40.0	157.50 157.50	140.00 140.00	135.00-169.50 135.00-169.50	-	-	-	-	-	-	-	-	1	-	1	7		5	-	-	-	-	1	1	1	1	*2	-	-	-	
SWITCHBOARD OPERATORS, CLASS B ---- NONMANUFACTURING -----	31 24	39.0 39.5	123.50 121.50	106.00 106.00	95.50-138.50 96.50-121.50	-	-	7	3	1	7	2	-	1	2	-	-		-	1	3	1	-	-	-	-	-	-	3	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING ----- NONMANUFACTURING -----	66 17 49	39.0 40.0 39.0	110.00 121.50 106.00	103.50 116.00 98.00	95.00-118.00 100.00-143.00 92.00-118.00	-	8	5	16	6	1	7	7	3	1	2	1		5	3	1	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL ----- NONMANUFACTURING -----	26 26	37.5 37.5	121.50 121.50	118.50 118.50	109.00-126.00 109.00-126.00	-	-	-	1	3	4	-	7	4	3	3	-		-	-	-	-	-	-	-	-	-	-	-	-	-	1
TYPISTS, CLASS A -----	21	37.5	102.00	99.00	86.00-106.50	-	8	-	4	2	2	-	-	2	-	1	2		-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS B ----- NONMANUFACTURING -----	196 196	37.0 37.0	102.00 102.00	93.50 93.50	88.00-109.00 88.00-109.00	9	69	31	14	15	11	7	17	7	4	-	2		-	-	-	-	-	-	10	-	-	-	-	-	-	-

* Workers were at \$220 to \$230.

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Portland, Maine, November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 105 and under	\$ 110	\$ 115	\$ 120	\$ 125	\$ 130	\$ 135	\$ 140	\$ 145	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260 and over					
						110	115	120	125	130	135	140	145	150	160	170	180	190	200	210	220	230	240	250	260	over					
ALL WORKERS																															
MPUTER OPERATORS, CLASS B -----	38	39.0	\$ 165.50	\$ 160.00	\$ 144.50-175.00	-	-	-	-	1	2	4	3	4	5	5	6	3	1	2	-	-	-	-	-	-	2				
NONMANUFACTURING -----	31	38.5	163.00	156.00	141.00-172.00	-	-	-	-	1	2	4	3	4	4	2	6	2	1	-	-	-	-	-	-	-	2				
MPUTER OPERATORS, CLASS C -----	22	38.5	142.50	135.00	128.50-150.00	2	-	1	2	1	2	5	-	2	5	-	-	-	-	-	-	2	-	-	-	-	-				
NONMANUFACTURING -----	20	38.5	144.00	135.50	130.50-150.00	2	-	1	2	-	1	5	-	2	5	-	-	-	-	-	-	2	-	-	-	-	-				
MPUTER PROGRAMMERS, BUSINESS, CLASS A -----	15	38.5	278.50	275.00	263.00-295.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	1	*11					
MPUTER PROGRAMMERS, BUSINESS, CLASS B -----	34	38.5	226.00	230.50	210.00-239.50	-	-	-	-	-	-	-	-	-	-	-	-	5	-	3	5	3	9	3	5	1					
MPUTER PROGRAMMERS, BUSINESS, CLASS C -----	16	38.0	172.50	172.00	163.00-184.00	-	-	-	-	-	-	1	2	-	-	4	4	2	-	3	-	-	-	-	-	-					
AFTERS, CLASS A -----	18	40.0	226.00	225.00	202.50-247.00	-	-	-	-	-	-	-	-	-	-	-	1	3	-	1	3	1	4	-	4	1					
AFTERS, CLASS B -----	35	40.0	182.00	180.00	162.50-204.00	-	-	-	1	-	-	-	2	1	3	3	6	3	2	9	5	-	-	-	-	-					
MANUFACTURING -----	21	40.0	196.50	203.00	190.00-205.00	-	-	-	-	-	-	-	-	-	1	1	-	3	2	9	5	-	-	-	-	-					

* Workers were distributed as follows: 2 at \$ 260 to \$ 270; 2 at \$ 270 to \$ 280; 2 at \$ 280 to \$ 290; 2 at \$ 290 to \$ 300; 1 at \$ 300 to \$ 310; 1 at \$ 310 to \$ 320; and 1 at \$ 330 to \$ 340.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Portland, Maine, November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	33	40.5	197.00	KEYPUNCH OPERATORS, CLASS A -----	107	39.0	135.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	26	37.5	121.50
NONMANUFACTURING -----	25	41.0	199.50	MANUFACTURING -----	19	40.0	142.00	NONMANUFACTURING -----	26	37.5	121.50
CLERKS, ORDER -----	30	39.0	150.00	NONMANUFACTURING -----	88	38.5	134.00				
				PUBLIC UTILITIES -----	17	39.5	203.50				
MESSENGERS -----	20	39.0	127.00	KEYPUNCH OPERATORS, CLASS B -----	66	38.5	118.50	TYPISTS, CLASS A -----	21	37.5	102.00
NONMANUFACTURING -----	18	39.5	128.00	NONMANUFACTURING -----	55	38.5	120.00	TYPISTS, CLASS B -----	196	37.0	102.00
								NONMANUFACTURING -----	196	37.0	102.00
OFFICE OCCUPATIONS - WOMEN				SECRETARIES -----	275	38.5	151.50				
				MANUFACTURING -----	59	39.5	164.00				
BILLERS, MACHINE (BILLING MACHINE) -----	27	38.5	107.50	NONMANUFACTURING -----	216	38.5	148.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
NONMANUFACTURING -----	23	38.5	103.00	PUBLIC UTILITIES -----	30	39.5	176.00				
				SECRETARIES, CLASS B -----	66	38.5	166.00	COMPUTER OPERATORS, CLASS B -----	26	38.5	171.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	25	38.5	116.00	NONMANUFACTURING -----	60	38.0	165.50	NONMANUFACTURING -----	20	38.5	168.50
NONMANUFACTURING -----	25	38.5	116.00	SECRETARIES, CLASS C -----	112	38.5	147.50	COMPUTER OPERATORS, CLASS C -----	15	38.5	147.50
				MANUFACTURING -----	26	40.0	169.50				
CLERKS, ACCOUNTING, CLASS A -----	157	38.5	161.50	NONMANUFACTURING -----	86	38.0	141.00				
MANUFACTURING -----	25	40.0	155.50	SECRETARIES, CLASS D -----	86	39.0	138.50	ORAFTERS, CLASS A -----	17	40.0	228.50
NONMANUFACTURING -----	132	38.5	162.50	MANUFACTURING -----	26	39.5	156.00	ORAFTERS, CLASS B -----	33	40.0	184.00
PUBLIC UTILITIES -----	59	38.5	188.00	NONMANUFACTURING -----	60	38.5	131.00	MANUFACTURING -----	21	40.0	196.50
CLERKS, ACCOUNTING, CLASS B -----	310	39.0	131.50	STENOGRAPHERS, GENERAL -----	75	38.0	133.00				
NONMANUFACTURING -----	252	38.5	129.50	NONMANUFACTURING -----	66	38.0	134.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
CLERKS, FILE, CLASS C -----	48	37.0	92.50	STENOGRAPHERS, SENIOR -----	19	40.0	157.50				
NONMANUFACTURING -----	48	37.0	92.50	NONMANUFACTURING -----	19	40.0	157.50				
CLERKS, ORDER -----	109	38.5	126.50	SWITCHBOARD OPERATORS, CLASS B -----	29	39.0	124.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	16	38.5	213.00
				NONMANUFACTURING -----	22	39.5	122.00	NONMANUFACTURING -----	15	38.5	215.00
CLERKS, PAYROLL -----	61	39.0	128.50	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	66	39.0	110.00				
MANUFACTURING -----	30	40.0	123.00	NONMANUFACTURING -----	17	40.0	121.50				
NONMANUFACTURING -----	31	38.0	134.00		49	39.0	106.00				

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Portland, Maine, November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	6.80	and		
					Under and \$ 3.50	3.60	3.70	3.80	3.90	4.00	4.10	4.20	4.30	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	over			
ALL WORKERS																														
ELECTRICIANS, MAINTENANCE -----	41	\$ 4.99	\$ 4.81	\$ 4.59- 5.72	-	1	-	-	-	1	2	-	-	-	11	4	9	-	1	-	9	1	-	-	-	1	1			
MANUFACTURING -----	31	4.79	4.67	4.59- 4.81	-	1	-	-	-	-	2	-	-	-	11	4	9	-	-	-	2	1	-	-	-	-	1			
HELPERS, MAINTENANCE TRADES -----	34	3.94	3.78	3.78- 4.08	3	-	-	16	-	5	3	-	1	-	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	27	3.96	3.78	3.78- 3.90	-	-	-	15	-	5	3	-	1	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	42	4.57	4.59	4.13- 4.59	2	-	-	-	1	-	2	6	3	1	20	3	-	-	-	-	-	-	3	-	-	-	1			
MANUFACTURING -----	40	4.58	4.59	4.10- 4.59	2	-	-	-	1	-	2	6	2	-	20	3	-	-	-	-	-	-	3	-	-	-	1			
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	146	5.34	5.20	4.65- 6.30	-	5	-	-	6	-	6	10	1	-	6	13	7	11	22	3	1	5	-	16	10	24	-			
MANUFACTURING -----	30	5.06	5.25	4.75- 5.30	-	-	-	-	-	-	-	4	1	-	-	4	-	2	13	3	1	2	-	-	-	-	-			
NONMANUFACTURING -----	116	5.41	5.20	4.59- 6.51	-	5	-	-	6	-	6	6	-	-	6	9	7	9	9	-	-	3	-	16	10	24	-			
PUBLIC UTILITIES -----	86	5.88	6.25	5.13- 6.60	-	-	-	-	-	-	-	-	-	-	6	4	7	7	9	-	-	3	-	16	10	24	-			
MECHANICS, MAINTENANCE -----	84	4.63	4.78	4.22- 5.22	-	13	1	-	-	1	1	1	14	10	1	-	-	16	11	15	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	70	4.51	4.33	4.22- 5.15	-	13	1	-	-	1	-	1	14	10	1	-	-	12	11	6	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Portland, Maine, November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of--																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.20 and under	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20
ALL WORKERS																														
GUARDS AND WATCHMEN -----	154	\$ 3.15	\$ 2.50	\$ 2.30- 4.44	76	6	6	8	15	2	-	-	-	1	-	18	-	-	-	18	-	4	-	-	-	-	-	-	-	-
MANUFACTURING -----	31	3.76	4.44	2.80- 4.44	3	-	-	8	1	-	-	-	-	1	-	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, SORTERS, AND CLEANERS ---	266	3.66	3.68	2.75- 4.71	17	38	20	5	18	17	8	20	44	3	2	1	33	17	4	17	1	-	-	1	-	-	-	-	-	-
MANUFACTURING -----	158	3.65	3.68	3.15- 3.94	2	26	5	3	7	11	7	20	42	1	2	-	26	2	3	-	1	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	108	3.66	3.06	2.59- 4.93	15	12	15	2	11	6	1	-	2	2	-	1	7	15	1	17	-	-	-	1	-	-	-	-	-	-
PUBLIC UTILITIES -----	40	4.76	4.93	4.60- 4.97	-	-	-	-	-	3	-	-	2	2	-	1	7	15	1	8	-	-	-	1	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	401	3.75	3.68	2.84- 4.25	29	44	25	20	17	12	25	110	3	15	11	8	9	9	1	-	48	-	-	-	-	-	-	-	-	15
MANUFACTURING -----	192	3.38	3.55	2.90- 3.75	11	17	7	20	10	8	23	86	-	3	-	-	6	1	-	-	-	-	-	-	-	-	-	-	-	15
NONMANUFACTURING -----	209	4.09	4.05	2.65- 5.49	18	27	18	-	7	4	2	24	3	12	11	8	9	3	-	48	-	-	-	-	-	-	-	-	-	15
ORDER FILLERS -----	318	4.36	4.90	3.65- 4.96	3	1	14	4	11	12	29	60	-	5	3	-	1	107	2	-	66	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	253	4.33	4.90	3.65- 5.44	-	-	12	2	10	8	28	60	-	5	-	-	-	61	1	-	66	-	-	-	-	-	-	-	-	-
RACKERS, SHIRING -----	89	3.07	3.00	2.56- 3.30	8	21	5	3	25	5	2	4	10	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	48	3.09	3.00	2.50- 3.66	8	6	-	1	15	3	1	4	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	41	3.06	2.80	2.57- 3.10	-	15	5	2	10	2	1	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS -----	79	4.15	3.90	3.35- 5.49	-	-	-	7	9	4	9	5	9	8	1	-	-	-	3	3	21	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	71	4.20	3.90	3.30- 5.49	-	-	-	6	9	4	9	2	6	8	-	-	-	-	3	3	21	-	-	-	-	-	-	-	-	-
SHIRING CLERKS -----	53	4.14	4.22	3.40- 4.74	-	1	-	1	5	3	6	3	4	3	7	4	3	-	3	10	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	41	4.10	4.22	3.40- 4.74	-	-	-	-	5	3	6	2	4	-	6	4	3	-	-	8	-	-	-	-	-	-	-	-	-	-
SHIRING AND RECEIVING CLERKS -----	48	3.67	3.75	3.03- 4.26	3	-	-	6	6	4	1	6	7	1	7	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	41	3.83	3.89	3.22- 4.27	-	-	-	3	6	3	1	6	7	1	7	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS -----	674	4.88	4.33	3.75- 7.04	-	18	20	40	38	34	9	38	109	29	9	2	31	4	51	-	24	-	1	-	-	-	-	37	18	
MANUFACTURING -----	129	4.17	4.13	3.75- 4.39	-	1	2	-	5	9	4	34	5	29	9	2	1	4	2	-	22	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	545	5.05	4.75	3.55- 7.08	-	17	18	40	33	25	5	4	104	-	-	-	30	-	49	-	2	-	1	-	-	-	37	18	-	-
PUBLIC UTILITIES -----	263	6.12	7.08	3.95- 7.08	-	-	-	-	-	-	-	-	79	-	-	-	-	-	-	2	-	1	-	-	-	-	1	18	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS):																														
MANUFACTURING -----	25	3.94	4.15	3.71- 4.39	-	-	-	-	2	-	-	10	-	6	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYRE) -----	504	5.31	5.01	3.95- 7.08	-	-	-	10	1	30	2	25	105	22	4	-	31	4	51	-	22	-	-	-	-	-	-	36	16	
MANUFACTURING -----	87	4.39	4.13	3.78- 5.29	-	-	-	-	1	5	2	22	2	22	4	-	1	4	2	-	22	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	417	5.50	5.01	3.95- 7.08	-	-	-	10	-	25	-	3	103	-	-	-	30	-	49	-	-	-	-	-	-	-	-	36	16	
PUBLIC UTILITIES -----	240	6.05	7.08	3.95- 7.08	-	-	-	-	-	-	-	-	79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYRE) -----	34	5.65	7.08	3.53- 7.10	-	-	2	-	2	4	2	-	2	-	-	-	-	-	-	-	1	-	1	-	-	-	1	1	-	-
NONMANUFACTURING -----	22	6.94	7.08	7.08- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	1	-	-
PUBLIC UTILITIES -----	22	6.94	7.08	7.08- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	1	-	-
TRUCKERS, POWER (FORKLIFT) -----	130	3.76	3.74	3.20- 4.17	-	-	-	-	31	4	4	38	16	11	8	8	1	9	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	99	3.78	3.74	3.64- 4.17	-	-	-	-	13	4	4	38	14	9	8	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN -----	104	3.41	3.73	3.11- 3.81	10	8	6	-	3	13	6	15	30	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Portland, Maine, November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
		\$			\$
ELECTRICIANS, MAINTENANCE -----	41	4.99	RECEIVING CLERKS -----	73	4.22
MANUFACTURING -----	31	4.79	NONMANUFACTURING -----	65	4.27
HELPERS, MAINTENANCE TRADES -----	34	3.94	SHIPPING CLERKS -----	47	4.23
MANUFACTURING -----	27	3.96	NONMANUFACTURING -----	35	4.21
MACHINISTS, MAINTENANCE -----	42	4.57	SHIPPING AND RECEIVING CLERKS -----	46	3.68
MANUFACTURING -----	40	4.58	MANUFACTURING -----	39	3.86
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	146	5.34	TRUCKDRIVERS -----	672	4.89
MANUFACTURING -----	30	5.06	MANUFACTURING -----	127	4.19
NONMANUFACTURING -----	116	5.41	NONMANUFACTURING -----	545	5.05
PUBLIC UTILITIES -----	86	5.88	PUBLIC UTILITIES -----	263	6.12
MECHANICS, MAINTENANCE -----	84	4.63	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS):		
MANUFACTURING -----	70	4.51	MANUFACTURING -----	25	3.94
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	504	5.31
GUARDS AND WATCHMEN -----	147	3.18	MANUFACTURING -----	87	4.39
MANUFACTURING -----	31	3.76	NONMANUFACTURING -----	417	5.50
JANITORS, PORTERS, AND CLEANERS -----	221	3.64	PUBLIC UTILITIES -----	240	6.05
MANUFACTURING -----	139	3.64	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	32	5.83
NONMANUFACTURING -----	82	3.64	NONMANUFACTURING -----	22	6.94
PUBLIC UTILITIES -----	28	4.75	PUBLIC UTILITIES -----	22	6.94
LABORERS, MATERIAL HANDLING -----	401	3.75	TRUCKERS, POWER (FORKLIFT) -----	130	3.76
MANUFACTURING -----	192	3.38	MANUFACTURING -----	99	3.78
NONMANUFACTURING -----	209	4.09	WAREHOUSEMEN -----	101	3.40
ORDER FILLERS -----	296	4.43	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	232	4.43	JANITORS, PORTERS, AND CLEANERS -----	45	3.75
PACKERS, SHIPPING -----	51	3.06	MANUFACTURING -----	19	3.74
MANUFACTURING -----	20	3.03	NONMANUFACTURING -----	26	3.75
NONMANUFACTURING -----	31	3.08	PACKERS, SHIPPING -----	38	3.10
			MANUFACTURING -----	28	3.13

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Portland, Maine, for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to November 1974	November 1974 to November 1975
All industries:			
Office clerical (men and women)	5.8	8.5	7.6
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	8.5	7.6	9.0
Unskilled plant workers (men)	7.9	9.6	11.2
Manufacturing:			
Office clerical (men and women)	**	**	**
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	7.9	5.7	8.4
Unskilled plant workers (men)	7.7	6.9	9.8
Nonmanufacturing:			
Office clerical (men and women)	5.6	8.5	7.7
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	7.7	11.4	12.5

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators,
class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators, classes A and B
Tabulating-machine operators,
class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.-Pa.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-coast, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh-Durham, N.C.; Syracuse, N.Y.; Utica-Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishments and workers within scope of survey and number studied
in Portland, Maine,¹ November 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions	-	167	77	29,508	100	21,546
Manufacturing	50	52	29	13,695	46	11,521
Nonmanufacturing	-	115	48	15,813	54	10,025
Transportation, communication, and other public utilities ⁵	50	17	13	3,344	11	3,089
Wholesale trade ⁶	50	23	7	2,243	8	959
Retail trade ⁶	50	43	14	5,676	19	3,053
Finance, insurance, and real estate ⁶	50	15	6	3,075	11	2,078
Services ^{6,7}	50	17	8	1,475	5	846

¹ The Portland Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of the cities of Portland, South Portland, and Westbrook; and the towns of Cape Elizabeth, Cumberland, Falmouth, Freeport, Gorham, Scarborough, Windham, and Yarmouth in Cumberland County; and Saco city and Old Orchard Beach town in York County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromechanical typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the operations of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of component and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice of source materials are given with initial assignments. Instructions are less complete when assignment recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard hop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment,

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

ENGINEER, STATIONARY—Continued

steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock, or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Receiving clerk
- Shipping clerk
- Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

- Truckdriver (combination of sizes listed separately)
- Truckdriver, light (under 1½ tons)
- Truckdriver, medium (1½ to and including 4 tons)
- Truckdriver, heavy (over 4 tons, trailer type)
- Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

- Trucker, power (forklift)
- Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

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An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

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Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
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Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
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Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 75 cents
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Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
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Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
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Miami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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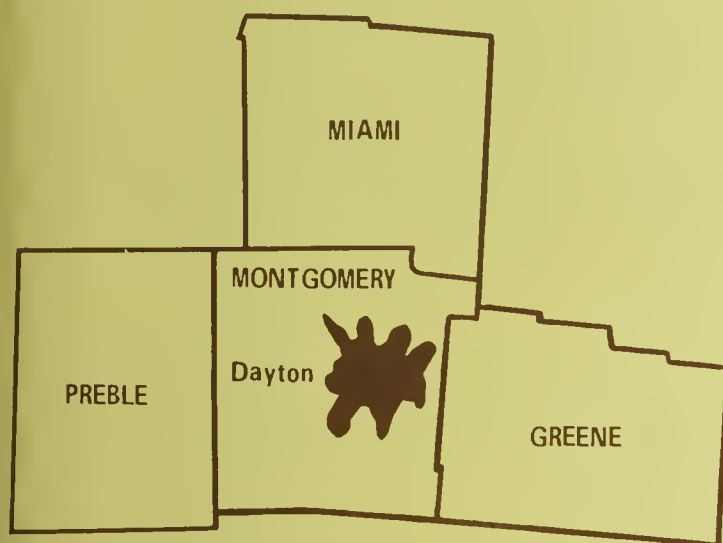
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AREA WAGE SURVEY

Dayton, Ohio, Metropolitan Area
December 1975

Bulletin 1850-73



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Preface

This bulletin provides results of a December 1975 survey of occupational earnings in the Dayton, Ohio, Standard Metropolitan Statistical Area (Greene, Miami, Montgomery and Preble Counties). The survey was made as part of the Bureau of Labor Statistics annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Dayton survey was conducted by the Bureau's regional office in Chicago, Ill., under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings in the Dayton area is available for the laundry industry. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-73
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Dayton, Ohio, Metropolitan Area, December 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Dayton, Ohio, December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 75	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340							
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and	
						80	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	over							
ALL WORKERS																																	
ERS, MACHINE (BOOKKEEPING																																	
CHINE) -----	92	40.0	\$ 126.50	\$ 126.50	\$ 110.00-\$ 144.50	-	-	1	7	29	12	19	8	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	81	40.0	124.50	121.50	110.00-135.00	-	-	1	7	29	10	17	1	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
KEEPING-MACHINE OPERATORS,																																	
SS A -----	30	39.5	166.50	175.50	150.00-175.50	-	-	-	-	-	-	1	1	9	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
KEEPING-MACHINE OPERATORS,																																	
SS B -----	31	39.5	128.00	118.00	116.50-143.50	-	-	-	-	16	3	2	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	25	39.5	122.00	118.00	110.00-127.50	-	-	-	-	16	3	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
KS, ACCOUNTING, CLASS A -----	339	40.0	197.50	190.50	150.00-245.50	-	-	-	-	4	14	32	25	31	24	14	21	22	42	20	23	32	27	8	-	-	-	-	-	-	-		
ANUFACTURING -----	175	40.5	210.00	205.50	161.00-263.00	-	-	-	-	3	7	11	12	9	6	6	14	13	23	19	5	12	27	8	-	-	-	-	-	-	-		
ONMANUFACTURING -----	164	40.0	184.00	169.50	145.00-210.00	-	-	-	-	1	7	21	13	22	18	8	7	9	19	1	18	20	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	63	40.0	217.00	242.50	190.00-260.00	-	-	-	-	-	4	-	2	-	7	2	-	7	8	-	14	19	-	-	-	-	-	-	-	-	-		
KS, ACCOUNTING, CLASS B -----	584	40.5	126.50	118.00	109.00-134.50	-	-	24	125	159	107	29	42	24	20	16	19	4	7	6	-	2	-	-	-	-	-	-	-	-	-		
ANUFACTURING -----	243	41.0	133.00	125.00	115.00-144.50	-	-	14	24	44	69	11	27	19	5	3	18	4	2	1	-	2	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	341	40.0	122.00	114.00	107.00-126.00	-	-	10	101	115	38	18	15	5	15	13	1	-	5	5	-	-	-	-	-	-	-	-	-	-	-		
KS, FILE, CLASS B -----	47	40.0	146.50	146.00	112.50-181.00	-	2	1	8	7	1	3	2	1	3	6	5	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	29	39.5	154.00	175.50	105.50-192.50	-	2	1	6	1	-	-	-	-	3	6	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-		
KS, FILE, CLASS C -----	120	40.0	100.50	98.00	90.50-111.50	-	21	54	14	15	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ANUFACTURING -----	36	40.0	104.50	99.00	90.00-117.00	-	3	15	3	9	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	84	40.0	99.00	94.50	91.00-101.50	-	18	39	11	6	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
KS, ORDER -----	143	43.0	148.50	144.00	123.00-164.50	-	-	4	6	18	16	22	20	7	17	17	5	1	2	5	1	-	-	2	-	-	-	-	-	-	-		
ANUFACTURING -----	94	44.5	155.50	148.00	130.50-164.50	-	-	-	5	10	6	13	20	-	17	7	5	1	2	5	1	-	-	2	-	-	-	-	-	-	-		
ONMANUFACTURING -----	49	40.0	135.50	131.50	117.50-150.00	-	-	4	1	8	10	9	-	7	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
KS, PAYROLL -----	151	40.5	153.50	150.00	114.00-184.00	-	-	4	13	24	3	24	5	10	9	15	14	13	10	4	2	1	-	-	-	-	-	-	-	-	-		
ANUFACTURING -----	116	40.5	155.00	159.00	113.50-185.00	-	-	4	12	17	2	13	5	8	14	13	12	8	-	2	1	-	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	35	40.0	149.50	135.00	125.00-167.50	-	-	-	1	7	1	11	-	5	1	1	1	1	2	4	-	-	-	-	-	-	-	-	-	-	-		
UNCH OPERATORS, CLASS A -----	225	40.0	159.50	142.00	130.00-169.50	-	-	-	3	25	29	45	31	18	18	6	2	9	14	1	3	17	4	-	-	-	-	-	-	-	-		
ANUFACTURING -----	121	39.5	180.50	165.00	143.00-206.00	-	-	-	-	-	6	18	20	13	17	5	2	9	6	1	3	17	4	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	104	40.0	135.50	130.50	119.50-139.50	-	-	-	3	25	23	27	11	5	1	1	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-		
UNCH OPERATORS, CLASS B -----	314	41.5	147.50	134.50	120.50-173.00	-	3	5	32	31	57	47	17	34	4	15	10	25	10	11	12	1	-	-	-	-	-	-	-	-	-		
ANUFACTURING -----	211	42.5	152.50	143.50	123.00-175.00	-	-	5	23	12	36	26	13	32	3	13	10	4	10	11	12	1	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	103	39.0	137.50	128.00	115.00-149.00	-	3	-	9	19	21	21	4	2	1	2	-	21	-	-	-	-	-	-	-	-	-	-	-	-	-		
ENGERS -----	82	39.0	108.50	103.50	85.00-124.50	4	26	7	12	8	7	10	1	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ANUFACTURING -----	45	38.5	111.00	107.50	92.00-125.00	4	5	6	8	7	6	6	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ONMANUFACTURING -----	37	39.5	105.00	88.00	84.00-120.00	-	21	1	4	1	1	4	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ETARIES -----	1,377	40.0	190.00	184.00	149.00-220.50	-	-	3	14	16	57	126	146	124	97	74	78	92	188	139	70	83	29	21	6	14	-	-	-	-	-		
ANUFACTURING -----	913	40.5	199.00	195.00	156.00-230.00	-	-	3	9	9	20	69	64	82	56	51	58	68	136	103	58	58	28	21	6	14	-	-	-	-	-		
ONMANUFACTURING -----	464	39.5	172.00	160.00	140.00-203.50	-	-	-	5	7	37	57	82	42	41	23	20	24	52	36	12	25	1	-	-	-	-	-	-	-	-		
CRETARIES, CLASS A -----	106	39.0	227.50	211.50	185.50-262.00	-	-	-	-	-	-	6	-	2	8	5	7	8	21	11	5	17	2	5	2	7	-	-	-	-	-		
ANUFACTURING -----	90	39.0	224.00	210.50	184.00-261.00	-	-	-	-	-	-	6	-	1	8	5	6	8	19	10	2	10	1	5	2	7	-	-	-	-	-		

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Dayton, Ohio, December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean ²	Median ²	Middle range ²	\$ 75 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360 and over	
						80	90	100	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	over		
ALL WORKERS-- CONTINUED																												
SECRETARIES - CONTINUED																												
SECRETARIES, CLASS B -----	375	39.5	190.50	175.00	149.00-226.00	-	-	-	-	-	9	34	52	41	36	19	24	25	34	38	21	20	8	3	4	7		
MANUFACTURING -----	235	39.5	203.00	194.00	159.00-239.50	-	-	-	-	-	3	16	17	25	22	10	16	14	27	37	14	12	8	3	4	7		
NONMANUFACTURING -----	140	40.0	169.50	156.50	142.50-187.50	-	-	-	-	-	6	18	35	16	14	9	8	11	7	1	7	8	-	-	-	-		
SECRETARIES, CLASS C -----	662	41.0	189.50	183.00	149.50-226.00	-	-	3	10	12	31	57	66	58	45	37	29	38	93	67	38	46	19	13	-	-		
MANUFACTURING -----	482	41.5	198.50	201.00	152.00-231.00	-	-	3	7	8	16	41	30	39	18	23	18	32	86	56	37	36	19	13	-	-		
NONMANUFACTURING -----	180	39.5	165.50	156.50	142.00-180.00	-	-	-	3	4	15	16	36	19	27	14	11	6	7	11	1	10	-	-	-	-		
PUBLIC UTILITIES -----	46	39.5	179.50	155.50	135.00-231.50	-	-	-	-	1	4	13	4	1	4	-	1	-	2	7	1	8	-	-	-	-		
SECRETARIES, CLASS D -----	234	39.5	172.50	175.50	140.00-206.50	-	-	-	4	4	17	29	28	23	8	13	18	21	40	23	6	-	-	-	-	-		
MANUFACTURING -----	106	40.0	170.50	173.00	149.50-188.50	-	-	-	2	1	6	17	17	8	13	18	14	4	-	5	-	-	-	-	-	-		
NONMANUFACTURING -----	128	39.5	174.50	195.00	132.00-214.00	-	-	-	2	3	16	23	11	6	-	-	-	7	36	23	1	-	-	-	-	-		
STENOGRAPHERS, GENERAL -----	315	39.5	153.50	145.00	130.00-180.50	-	-	-	5	41	29	57	34	15	17	36	39	37	1	4	-	-	-	-	-	-		
MANUFACTURING -----	142	40.0	159.50	159.50	142.00-183.50	-	-	-	8	7	16	32	11	13	12	30	11	1	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	173	39.0	148.50	132.00	125.00-180.00	-	-	-	5	33	22	41	2	4	4	24	9	26	-	3	-	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	267	42.0	182.00	173.00	154.00-206.50	-	-	-	-	4	6	23	23	37	33	27	13	9	50	13	15	14	-	-	-	-		
MANUFACTURING -----	212	43.0	186.50	177.00	154.00-211.50	-	-	-	-	4	6	21	13	21	17	27	10	7	44	13	15	14	-	-	-	-		
NONMANUFACTURING -----	55	38.5	164.00	159.00	154.00-168.00	-	-	-	-	-	-	2	10	16	16	-	3	2	6	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS -----	120	39.5	140.00	130.50	113.00-154.00	-	3	12	10	17	16	24	7	5	-	-	3	-	17	3	3	-	-	-	-	-		
MANUFACTURING -----	45	39.0	163.00	149.50	127.50-201.50	-	-	-	-	5	9	4	5	4	-	-	3	-	11	1	3	-	-	-	-	-		
NONMANUFACTURING -----	75	40.0	126.50	120.00	103.00-135.50	-	3	12	10	12	7	20	2	1	-	-	-	-	6	2	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	205	40.5	123.50	118.00	106.00-130.00	-	4	10	65	37	36	21	6	5	8	3	2	4	3	-	-	1	-	-	-	-		
NONMANUFACTURING -----	105	41.0	134.00	128.50	108.50-142.00	-	-	3	27	8	28	9	6	3	8	3	2	4	3	-	-	1	-	-	-	-		
NONMANUFACTURING -----	100	40.0	112.00	116.00	100.00-118.00	-	4	7	38	29	8	12	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
TYPISTS, CLASS A -----	222	40.5	154.00	138.00	123.00-178.00	-	-	-	13	33	53	15	17	15	7	15	14	8	-	17	11	4	-	-	-	-		
MANUFACTURING -----	184	40.5	158.00	142.50	123.00-180.50	-	-	-	11	30	34	12	13	15	5	15	11	6	-	17	11	4	-	-	-	-		
NONMANUFACTURING -----	38	39.0	136.00	124.00	123.00-140.00	-	-	-	2	3	19	3	4	-	2	-	3	2	-	-	-	-	-	-	-	-		
TYPISTS, CLASS B -----	289	40.0	113.50	109.50	98.00-124.00	-	26	56	67	44	39	29	11	6	3	2	3	1	1	-	1	-	-	-	-	-		
MANUFACTURING -----	193	40.5	113.50	106.50	92.00-130.00	-	20	56	27	15	25	28	9	4	2	2	2	1	1	-	1	-	-	-	-	-		
NONMANUFACTURING -----	96	39.0	113.00	110.00	104.00-116.00	-	6	-	40	29	14	1	2	2	1	-	1	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Dayton, Ohio, December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	Under \$110	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180	\$190	\$200	\$220	\$240	\$260	\$280	\$300	\$320	\$340	\$360	\$380	\$400	\$420	\$440	\$460
						and under	110	120	130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	420	440	460
ALL WORKERS																													
COMPUTER OPERATORS, CLASS A -----	83	39.0	\$229.50	\$212.50	\$187.50-262.50	-	-	-	-	-	2	2	11	11	3	15	9	7	11	4	2	4	-	2	-	-	-	-	-
MANUFACTURING -----	58	38.5	235.00	221.00	190.50-263.00	-	-	-	-	-	2	-	6	7	2	12	7	7	3	4	2	4	-	2	-	-	-	-	-
NONMANUFACTURING -----	25	39.5	217.00	205.50	176.00-260.50	-	-	-	-	-	-	2	5	4	1	3	2	-	8	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	128	43.5	186.50	175.00	156.00-203.00	-	-	-	6	7	28	12	20	5	16	15	3	6	3	4	1	2	-	-	-	-	-	-	-
MANUFACTURING -----	75	46.0	198.50	193.00	166.00-214.50	-	-	-	-	4	11	7	8	1	16	13	3	4	2	4	-	2	-	-	-	-	-	-	-
NONMANUFACTURING -----	53	39.5	170.00	161.00	153.00-176.00	-	-	-	6	3	17	5	12	4	-	2	-	2	1	-	1	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	84	39.0	162.00	138.00	134.50-193.50	-	6	12	25	3	5	6	5	-	4	9	3	4	1	1	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	49	39.0	178.50	170.50	136.00-215.00	-	6	4	6	-	1	6	5	-	4	8	3	4	1	1	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	35	39.5	138.50	136.50	132.00-138.00	-	-	8	19	3	4	-	-	-	-	1	-	-	1	1	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	96	39.5	302.50	319.50	229.00-360.00	-	-	-	-	-	-	-	1	-	-	15	17	2	-	2	11	12	12	12	12	12	-	-	-
MANUFACTURING -----	86	39.5	306.00	325.50	229.00-361.50	-	-	-	-	-	-	-	-	-	-	12	17	2	-	1	10	8	12	12	12	12	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	128	39.5	238.00	234.00	196.00-275.00	-	-	-	-	-	-	1	12	12	17	6	27	12	15	10	10	4	2	-	-	-	-	-	-
MANUFACTURING -----	81	39.5	254.00	263.50	227.50-289.50	-	-	-	-	-	-	1	7	6	5	-	16	5	15	10	10	4	2	-	-	-	-	-	-
NONMANUFACTURING -----	47	39.5	210.00	200.00	194.00-233.50	-	-	-	-	-	-	-	5	6	12	6	11	7	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	36	39.5	194.50	200.00	161.00-231.00	-	-	2	1	5	-	3	3	1	2	6	8	3	2	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	91	39.5	338.00	335.00	305.50-381.00	-	-	-	-	-	-	-	-	-	-	-	3	-	5	10	18	17	9	5	20	4	-	-	-
MANUFACTURING -----	62	39.5	346.00	336.50	318.00-381.00	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	9	14	7	5	16	2	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	132	39.5	288.00	275.50	253.00-308.50	-	-	-	-	-	-	-	-	-	-	1	20	24	27	17	17	8	5	2	5	6	-	-	-
MANUFACTURING -----	80	39.5	296.50	275.50	256.50-311.00	-	-	-	-	-	-	-	-	-	-	1	8	16	17	9	11	4	1	2	5	6	-	-	-
AFTERS, CLASS A -----	502	41.0	304.00	289.00	259.00-354.50	-	-	-	-	-	-	-	2	-	2	17	40	65	97	56	45	25	40	37	60	16	-	-	-
MANUFACTURING -----	455	41.5	309.50	292.00	263.50-358.00	-	-	-	-	-	-	-	-	-	2	11	29	54	93	47	41	25	40	37	60	16	-	-	-
AFTERS, CLASS B -----	215	40.5	230.00	221.00	196.50-266.00	-	-	-	1	-	1	10	17	14	36	28	38	12	24	10	6	12	6	-	-	-	-	-	-
MANUFACTURING -----	180	40.5	238.50	232.00	198.50-270.50	-	-	-	-	-	1	2	15	12	22	20	38	12	24	10	6	12	6	-	-	-	-	-	-
AFTERS, CLASS C -----	241	40.0	183.00	171.50	158.00-206.50	-	7	-	14	7	36	50	19	20	10	42	17	5	6	4	4	-	-	-	-	-	-	-	-
MANUFACTURING -----	187	40.0	184.00	170.00	160.00-200.00	-	7	-	6	3	24	50	19	19	10	15	15	5	6	4	4	-	-	-	-	-	-	-	-
AFTERS-TRACERS -----	39	40.0	157.50	170.00	147.00-170.00	2	5	-	1	6	4	-	16	2	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS -----	310	40.0	259.50	257.00	236.00-289.50	-	-	-	-	-	-	-	-	7	11	19	76	47	18	116	16	-	-	-	-	-	-	-	-
MANUFACTURING -----	55	40.0	237.50	245.00	219.00-254.50	-	-	-	-	-	-	-	-	2	1	12	11	19	10	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	255	40.0	264.50	282.00	236.00-289.50	-	-	-	-	-	-	-	-	5	10	7	65	28	8	116	16	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	253	40.0	264.00	282.00	236.00-289.50	-	-	-	-	-	-	-	-	5	10	7	65	28	8	114	16	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS A -----	48	40.0	272.50	270.50	249.00-313.00	-	-	-	-	-	-	-	-	-	-	3	6	11	10	2	16	-	-	-	-	-	-	-	-
RSSES, INDUSTRIAL (REGISTERED) -----	63	40.0	256.00	262.00	227.50-290.00	-	-	-	1	-	1	-	-	4	4	5	3	13	12	10	8	2	-	-	-	-	-	-	-
MANUFACTURING -----	58	40.0	256.50	259.50	227.00-293.50	-	-	-	-	-	1	-	-	4	4	5	3	13	10	8	8	2	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Dayton, Ohio, December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	86	40.0	\$ 240.00	SECRETARIES -----	1,371	40.0	\$ 189.50	COMPUTER OPERATORS, CLASS C -----	65	39.0	\$ 168.00
MANUFACTURING -----	53	40.0	240.00	MANUFACTURING -----	910	40.5	199.00	NONMANUFACTURING -----	27	39.5	136.50
CLERKS, ORDER -----	32	51.5	169.50	NONMANUFACTURING -----	461	39.5	172.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	89	39.5	307.00
MESSENGERS -----	48	38.5	105.00	SECRETARIES, CLASS A -----	105	39.0	227.50	MANUFACTURING -----	79	39.5	311.00
MANUFACTURING -----	27	38.0	115.50	MANUFACTURING -----	89	39.0	224.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	106	39.5	237.00
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS B -----	371	39.5	190.50	MANUFACTURING -----	72	39.5	250.50
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	92	40.0	126.50	MANUFACTURING -----	233	39.5	203.00	NONMANUFACTURING -----	34	39.5	208.50
NONMANUFACTURING -----	81	40.0	124.50	NONMANUFACTURING -----	138	40.0	169.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	26	39.5	197.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	30	39.5	166.50	SECRETARIES, CLASS C -----	662	41.0	189.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	85	40.0	339.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	31	39.5	128.00	MANUFACTURING -----	482	41.5	198.50	MANUFACTURING -----	57	39.5	348.00
NONMANUFACTURING -----	25	39.5	122.00	NONMANUFACTURING -----	180	39.5	165.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	120	39.5	290.50
CLERKS, ACCOUNTING, CLASS A -----	253	40.5	183.00	PUBLIC UTILITIES -----	46	39.5	179.50	MANUFACTURING -----	70	39.0	301.00
MANUFACTURING -----	122	40.5	197.00	SECRETARIES, CLASS D -----	233	39.5	172.00	DRAFTERS, CLASS A -----	484	41.0	305.50
NONMANUFACTURING -----	131	40.0	170.00	MANUFACTURING -----	106	40.0	170.50	MANUFACTURING -----	439	41.5	311.00
PUBLIC UTILITIES -----	35	40.0	194.00	NONMANUFACTURING -----	127	39.5	173.50	DRAFTERS, CLASS B -----	202	40.5	233.00
CLERKS, ACCOUNTING, CLASS B -----	568	40.5	125.00	STENOGRAPHERS, GENERAL -----	315	39.5	153.50	MANUFACTURING -----	179	40.5	238.50
MANUFACTURING -----	237	41.5	132.50	MANUFACTURING -----	142	40.0	159.50	DRAFTERS, CLASS C -----	203	40.0	181.00
NONMANUFACTURING -----	331	40.0	120.00	NONMANUFACTURING -----	173	39.0	148.50	MANUFACTURING -----	185	40.0	183.50
CLERKS, FILE, CLASS B -----	41	40.0	140.50	STENOGRAPHERS, SENIOR -----	267	42.0	182.00	DRAFTERS-TRACERS -----	35	40.0	156.50
CLERKS, FILE, CLASS C -----	119	40.0	100.50	MANUFACTURING -----	212	43.0	186.50	ELECTRONICS TECHNICIANS -----	309	40.0	260.00
MANUFACTURING -----	36	40.0	104.50	NONMANUFACTURING -----	55	38.5	164.00	MANUFACTURING -----	55	40.0	237.50
NONMANUFACTURING -----	83	40.0	99.00	SWITCHBOARD OPERATORS -----	118	39.5	139.00	NONMANUFACTURING -----	254	40.0	264.50
CLERKS, ORDER -----	111	40.5	142.50	MANUFACTURING -----	45	39.0	163.00	PUBLIC UTILITIES -----	252	40.0	264.50
MANUFACTURING -----	79	40.5	151.00	NONMANUFACTURING -----	73	39.5	124.50	ELECTRONICS TECHNICIANS, CLASS A -----	48	40.0	272.50
CLERKS, PAYROLL -----	133	40.5	149.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	205	40.5	123.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
MANUFACTURING -----	98	41.0	149.00	MANUFACTURING -----	105	41.0	134.00	NURSES, INDUSTRIAL (REGISTERED) -----	63	40.0	256.00
NONMANUFACTURING -----	35	40.0	149.50	NONMANUFACTURING -----	100	40.0	112.00	MANUFACTURING -----	58	40.0	256.50
KEYPUNCH OPERATORS, CLASS A -----	225	40.0	159.50	TYPISTS, CLASS A -----	222	40.5	154.00				
MANUFACTURING -----	121	39.5	180.50	MANUFACTURING -----	184	40.5	158.00				
NONMANUFACTURING -----	104	40.0	135.50	NONMANUFACTURING -----	38	39.0	136.00				
KEYPUNCH OPERATORS, CLASS B -----	314	41.5	147.50	TYPISTS, CLASS B -----	289	40.0	113.50				
MANUFACTURING -----	211	42.5	152.50	MANUFACTURING -----	193	40.5	113.50				
NONMANUFACTURING -----	103	39.0	137.50	NONMANUFACTURING -----	96	39.0	113.00				
MESSENGERS -----	34	39.5	112.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN							
				COMPUTER OPERATORS, CLASS A -----	64	38.5	233.00				
				MANUFACTURING -----	49	38.5	239.00				
				COMPUTER OPERATORS, CLASS B -----	112	44.0	186.00				
				MANUFACTURING -----	65	47.0	196.50				
				NONMANUFACTURING -----	47	39.5	171.50				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation.

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Dayton, Ohio, December 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																								
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					4.20	4.30	4.40	4.50	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00			
					Under and under \$ 4.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					4.30	4.40	4.50	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	over			
ALL WORKERS																													
BOILER TENDERS -----	52	\$ 5.37	\$ 5.71	\$ 4.82- 5.89	-	1	-	-	8	-	10	-	-	6	9	18	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	43	5.56	5.76	5.51- 5.89	-	-	-	-	-	-	10	-	-	6	9	18	-	-	-	-	-	-	-	-	-	-	-		
CARPENTERS, MAINTENANCE -----	121	6.75	6.57	6.08- 7.68	3	-	-	-	1	1	-	-	-	13	9	2	5	6	22	-	3	4	-	-	52	-	-		
ELECTRICIANS, MAINTENANCE -----	666	6.89	7.03	5.86- 7.88	-	2	-	-	-	-	9	24	12	33	81	45	11	3	30	8	52	31	17	-	126	178	4		
MANUFACTURING -----	592	6.92	7.66	5.79- 7.88	-	-	-	-	-	-	9	24	12	31	74	41	11	1	29	6	-	31	15	-	126	178	4		
ENGINEERS, STATIONARY -----	135	6.72	7.68	5.57- 7.70	-	-	-	1	-	2	-	12	7	25	-	5	4	-	4	4	-	-	-	-	67	-	4		
MANUFACTURING -----	134	6.73	7.68	5.57- 7.70	-	-	-	-	-	2	-	12	7	25	-	5	4	-	4	4	-	-	-	-	67	-	4		
HELPERS, MAINTENANCE TRADES -----	79	5.10	5.16	4.59- 5.16	-	-	-	-	23	4	-	37	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	42	5.05	4.59	4.59- 5.89	-	-	-	-	23	4	-	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-		
MACHINISTS, MAINTENANCE -----	130	6.16	6.90	5.21- 7.03	-	-	-	-	-	18	3	-	24	6	5	5	-	-	-	2	11	52	3	-	-	1	-		
MANUFACTURING -----	117	6.08	5.95	5.21- 7.03	-	-	-	-	-	18	3	-	24	6	5	5	-	-	-	-	52	3	-	-	-	1	-		
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	200	6.28	6.35	5.37- 7.21	6	5	-	4	4	6	-	-	28	2	14	18	9	7	25	-	-	8	24	10	30	-	-		
MANUFACTURING -----	123	6.31	5.89	5.37- 7.50	-	4	-	-	2	6	-	-	28	2	14	6	9	-	3	-	-	9	10	30	-	-			
NONMANUFACTURING -----	77	6.22	6.51	5.86- 7.16	6	1	-	4	2	-	-	-	-	-	-	12	-	7	22	-	-	8	15	-	-	-			
PUBLIC UTILITIES -----	66	6.27	6.51	5.86- 7.16	6	-	-	4	-	-	-	-	-	-	-	12	-	3	18	-	-	8	15	-	-	-			
MECHANICS, MAINTENANCE -----	559	6.70	7.40	5.23- 7.97	-	-	-	4	-	36	22	14	71	49	36	11	-	-	-	6	27	-	3	5	-	275	-		
MANUFACTURING -----	518	6.72	7.86	5.21- 7.97	-	-	-	4	-	32	22	14	71	49	32	11	-	-	-	-	-	-	3	5	-	275	-		
PAINTERS, MAINTENANCE -----	81	6.78	7.03	5.86- 7.61	-	-	-	-	-	-	-	-	-	7	12	3	2	1	14	-	-	7	-	13	22	-	-		
MANUFACTURING -----	74	6.86	7.03	6.45- 7.61	-	-	-	-	-	-	-	-	-	7	11	-	-	-	14	-	-	7	-	13	22	-	-		

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Dayton, Ohio, December 1975

[illegible]

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Dayton, Ohio, December 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																						
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20
ALL WORKERS-- CONTINUED					2,20	2,40	2,60	2,80	3,00	3,20	3,40	3,60	3,80	4,00	4,20	4,40	4,60	4,80	5,00	5,20	5,40	5,60	6,00	6,40	6,80	7,20	7,60
TRUCKDRIVERS - CONTINUED																											
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	421	\$ 5.05	\$ 4.86	\$ 4.68- 5.46	-	-	-	-	-	-	-	-	-	-	-	7	51	142	16	2	44	144	6	-	9	-	-
MANUFACTURING -----	142	5.00	4.86	4.41- 5.37	-	-	-	-	-	-	-	-	-	-	-	-	51	14	16	2	44	-	6	-	9	-	-
TRUCKERS, POWER (FORKLIFT) -----	918	5.24	4.88	4.18- 6.36	-	-	-	-	-	-	-	3	12	4	239	4	27	99	114	23	-	24	21	121	227	-	-
MANUFACTURING -----	850	5.22	4.86	4.18- 6.46	-	-	-	-	-	-	-	-	12	3	238	3	27	99	114	23	-	-	-	110	221	-	-
WAREHOUSEMEN -----	165	5.41	5.52	4.29- 6.37	-	-	-	-	-	-	-	-	-	-	-	42	1	-	-	18	6	40	13	9	35	1	-
NONMANUFACTURING -----	143	5.40	5.52	4.29- 6.26	-	-	-	-	-	-	-	-	-	-	-	42	1	-	-	5	4	40	13	2	35	1	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Dayton, Ohio, December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
		\$			\$
BOILER TENDERS -----	52	5.37	PACKERS, SHIPPING -----	404	5.71
MANUFACTURING -----	43	5.56	MANUFACTURING -----	375	5.87
CARPENTERS, MAINTENANCE -----	121	6.75	RECEIVING CLERKS -----	94	4.34
ELECTRICIANS, MAINTENANCE -----	666	6.89	MANUFACTURING -----	52	4.72
MANUFACTURING -----	592	6.92	NONMANUFACTURING -----	42	3.87
ENGINEERS, STATIONARY -----	135	6.72	SHIPPING CLERKS -----	37	4.57
MANUFACTURING -----	134	6.73	MANUFACTURING -----	32	4.56
HELPERS, MAINTENANCE TRADES -----	79	5.10	SHIPPING AND RECEIVING CLERKS -----	166	5.02
MANUFACTURING -----	42	5.05	MANUFACTURING -----	127	5.01
MACHINISTS, MAINTENANCE -----	130	6.16	NONMANUFACTURING -----	39	5.06
MANUFACTURING -----	117	6.08	TRUCKDRIVERS -----	1,841	5.75
MECHANICS, AUTOMOTIVE -----			MANUFACTURING -----	498	5.27
(MAINTENANCE) -----	200	6.28	NONMANUFACTURING -----	1,343	5.93
MANUFACTURING -----	123	6.31	PUBLIC UTILITIES -----	777	6.64
NONMANUFACTURING -----	77	6.22			
PUBLIC UTILITIES -----	66	6.27	TRUCKDRIVERS, LIGHT (UNDER		
MECHANICS, MAINTENANCE -----	559	6.70	I-1/2 TONS) -----	104	3.78
MANUFACTURING -----	518	6.72	NONMANUFACTURING -----	77	3.47
PAINTERS, MAINTENANCE -----	81	6.78	TRUCKDRIVERS, MEDIUM (1-1/2 TO		
MANUFACTURING -----	74	6.86	AND INCLUDING 4 TONS) -----	341	4.93
CUSTODIAL AND MATERIAL MOVEMENT			MANUFACTURING -----	144	5.06
OCCUPATIONS - MEN			NONMANUFACTURING -----	197	4.83
GUARDS AND WATCHMEN -----	1,292	3.57	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
MANUFACTURING -----	495	5.65	TRAILER TYPE) -----	584	6.53
NONMANUFACTURING -----	797	2.28	MANUFACTURING -----	52	5.31
GUARDS -----			NONMANUFACTURING -----	532	6.65
MANUFACTURING -----	453	5.75	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
JANITORS, PORTERS, AND CLEANERS ---	1,488	4.24	OTHER THAN TRAILER TYPE) -----	421	5.05
MANUFACTURING -----	1,020	4.89	MANUFACTURING -----	142	5.00
NONMANUFACTURING -----	468	2.84	TRUCKERS, POWER (FORKLIFT) -----	889	5.28
LABORERS, MATERIAL HANDLING -----	708	5.04	MANUFACTURING -----	821	5.26
MANUFACTURING -----	527	5.23	WAREHOUSEMEN -----	163	5.41
NONMANUFACTURING -----	181	4.48	NONMANUFACTURING -----	141	5.40
ORDER FILLERS -----	321	4.92	CUSTODIAL AND MATERIAL MOVEMENT		
MANUFACTURING -----	83	5.22	OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	238	4.82	JANITORS, PORTERS, AND CLEANERS ---	419	2.99
			MANUFACTURING -----	111	4.51
			NONMANUFACTURING -----	308	2.44

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Dayton, Ohio, for selected periods

Industry and occupational group	December 1972 to December 1973	December 1973 to December 1974	December 1974 to December 1975
All industries:			
Office clerical (men and women) -----	6.0	7.7	*** 7.2
Electronic data processing (men and women) -----	*	6.6	*** 7.4
Industrial nurses (men and women) -----	5.4	9.4	10.6
Skilled maintenance trades (men) -----	6.5	8.8	*** 6.8
Unskilled plant workers (men) -----	7.4	9.9	*** 7.6
Manufacturing:			
Office clerical (men and women) -----	6.4	7.6	7.4
Electronic data processing (men and women) -----	*	6.7	8.3
Industrial nurses (men and women) -----	5.2	9.1	10.6
Skilled maintenance trades (men) -----	6.4	9.0	6.6
Unskilled plant workers (men) -----	7.9	10.0	8.7
Nonmanufacturing:			
Office clerical (men and women) -----	5.3	7.6	6.6
Electronic data processing (men and women) -----	*	**	**
Industrial nurses (men and women) -----	**	**	**
Skilled maintenance trades (men) -----	**	**	**
Unskilled plant workers (men) -----	5.8	9.7	3.0

* Data not available.
 ** Data do not meet publication criteria.
 *** Revised from data presented in regional release.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hires, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit; mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; Pe., Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boce Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Cocoa, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh-Durham, N.C.; Syracuse, N.Y.; Utica-Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

**Establishments and workers within scope of survey and number studied
in Dayton, Ohio,¹ December 1975**

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions -----	-	579	129	141,617	100	88,828
Manufacturing -----	50	245	56	84,140	59	58,895
Nonmanufacturing -----	-	334	73	57,477	41	29,933
Transportation, communication, and other public utilities ⁵ -----	50	37	15	9,446	7	7,384
Wholesale trade ⁶ -----	50	45	11	3,767	3	1,386
Retail trade ⁶ -----	50	149	20	29,155	20	14,623
Finance, insurance, and real estate ⁶ -----	50	32	6	5,531	4	2,335
Services ^{6,7} -----	50	71	21	9,578	7	4,205

¹ The Dayton Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Greene, Miami, Montgomery, and Preble Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Dayton's transit system is municipally owned and therefore excluded from the scope of the survey.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of program with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instruction and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanic equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1974	Suppl. Free
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
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Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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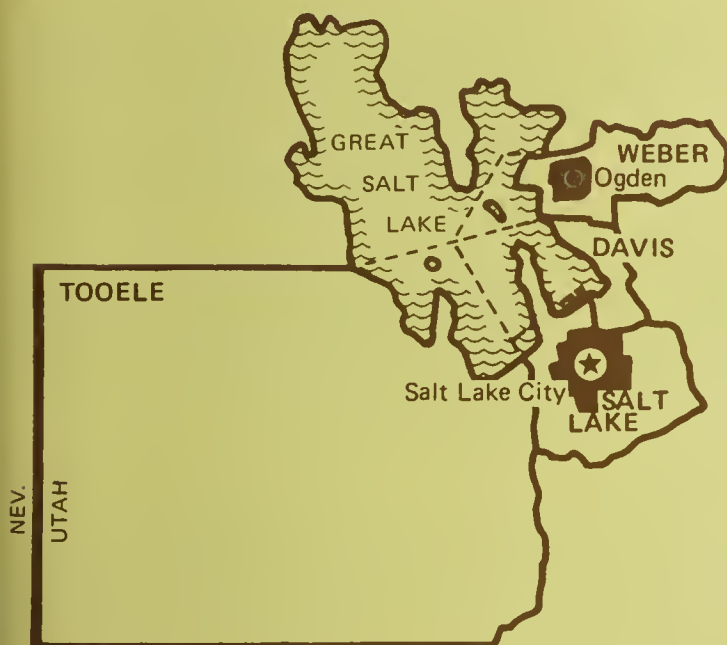
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AREA WAGE SURVEY

Salt Lake City—Ogden, Utah, Metropolitan Area

November 1975

Bulletin 1850-74



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Bureau of Labor Statistics

Preface

This bulletin provides results of a November 1975 survey of occupational earnings and supplementary wage benefits in the Salt Lake City-Ogden, Utah, Standard Metropolitan Statistical Area (Davis, Salt Lake, Tooele, and Weber Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Salt Lake City-Ogden survey was conducted by the Bureau's regional office in Kansas City, under the general direction of Edward Chaiken, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Salt Lake City-Ogden area are available for laundry and dry cleaning (November 1975) and the moving and storage industry (November 1975). Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-74
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Salt Lake City—Ogden, Utah, Metropolitan Area, November 1975

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BLS Regional Offices listed on back cover. Price 75 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Salt Lake City—Ogden, Utah, November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
			Mean ²	Median ²	Middle range ²	\$ 75 and under 80	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

* Workers were at \$ 270 to \$ 280.

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Salt Lake City—Ogden, Utah, November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 75 and under 80	\$ 80 90	\$ 90 100	\$ 100 110	\$ 110 120	\$ 120 130	\$ 130 140	\$ 140 150	\$ 150 160	\$ 160 170	\$ 170 180	\$ 180 190	\$ 190 200	\$ 200 210	\$ 210 220	\$ 220 230	\$ 230 240	\$ 240 250	\$ 250 260	\$ 260 270	\$ 270 and over						
ALL WORKERS-- CONTINUED																																
SECRETARIES - CONTINUED																																
SECRETARIES, CLASS C -----	316	39.5	\$ 178.00	\$ 179.00	\$ 145.50-205.50	-	-	1	8	20	8	31	17	15	34	26	40	27	37	12	9	7	7	3	10	4						
MANUFACTURING -----	74	40.0	186.50	170.00	141.00-232.00	-	-	-	1	1	5	11	6	6	7	2	9	-	1	3	2	3	2	1	10	4						
NONMANUFACTURING -----	242	39.5	175.00	180.00	148.50-203.00	-	-	1	7	19	3	20	11	9	27	24	31	27	36	9	7	4	5	2	-	-						
PUBLIC UTILITIES -----	91	40.0	197.00	194.00	185.00-209.00	-	-	-	-	-	-	-	-	-	3	10	28	16	19	6	3	2	2	-	-	-						
SECRETARIES, CLASS D -----	381	40.0	151.50	145.00	127.50-160.00	-	-	-	5	34	61	50	63	67	33	10	16	11	9	7	3	1	-	2	-	9						
MANUFACTURING -----	170	40.0	149.50	144.00	126.50-162.00	-	-	-	4	16	30	27	22	25	9	7	7	9	5	5	3	1	-	-	-	-						
NONMANUFACTURING -----	211	39.5	152.50	146.00	130.00-160.00	-	-	-	1	18	31	23	41	42	24	3	9	2	4	2	-	-	-	2	-	9						
STENOGRAPHERS, GENERAL -----	270	40.0	139.50	125.50	113.50-156.50	-	-	3	55	55	29	30	14	27	2	19	10	7	-	-	-	3	11	1	4	-						
MANUFACTURING -----	63	40.0	129.50	123.00	115.50-142.00	-	-	-	8	19	12	6	5	11	2	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	207	40.0	142.50	131.00	110.50-173.50	-	-	3	47	36	17	24	9	16	-	19	10	7	-	-	-	3	11	1	4	-						
PUBLIC UTILITIES -----	70	40.0	182.00	182.00	136.50-239.00	-	-	-	-	10	1	8	4	2	-	9	10	7	-	-	-	3	11	1	4	-						
STENOGRAPHERS, SENIOR -----	199	40.0	151.50	140.50	131.00-159.00	-	-	1	12	4	30	52	31	21	5	10	1	7	6	8	3	1	-	5	2	-						
MANUFACTURING -----	27	40.0	164.00	149.00	138.00-195.50	-	-	-	-	-	1	10	5	-	-	1	1	3	6	-	-	-	-	-	-	-						
NONMANUFACTURING -----	172	40.0	149.50	139.00	128.50-156.00	-	-	1	12	4	29	42	26	21	5	9	-	4	-	8	3	1	-	5	2	-						
PUBLIC UTILITIES -----	27	40.0	191.00	160.00	153.00-244.00	-	-	-	-	-	-	1	2	12	1	-	-	-	-	-	3	1	-	5	2	-						
SWITCHBOARD OPERATORS -----	112	39.5	126.00	116.50	101.00-150.00	-	7	21	14	17	6	13	4	15	4	3	6	-	-	2	-	-	-	-	-	-						
MANUFACTURING -----	27	40.0	143.50	149.50	115.50-158.50	-	-	-	1	8	1	1	3	7	-	3	3	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	85	39.5	120.50	111.50	96.00-137.00	-	7	21	13	9	5	12	1	8	4	-	3	-	-	2	-	-	-	-	-	-						
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	231	40.0	125.50	120.00	106.00-130.00	-	2	36	45	18	69	14	14	6	7	5	4	-	5	-	-	-	-	1	5	-						
MANUFACTURING -----	49	40.0	125.50	121.00	117.50-136.50	-	-	5	3	8	15	9	3	1	5	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	182	39.5	125.50	120.00	104.00-128.50	-	2	31	42	10	54	5	11	5	2	5	4	-	5	-	-	-	-	1	5	-						
PUBLIC UTILITIES -----	26	40.0	179.50	180.00	147.00-206.00	-	-	-	5	-	-	-	6	-	-	-	4	-	5	-	-	-	-	1	5	-						
TYPISTS, CLASS A -----	92	40.0	138.50	129.50	116.50-150.50	-	-	10	6	11	19	12	11	6	1	2	7	2	-	-	-	3	-	2	-	-						
MANUFACTURING -----	32	40.0	156.00	138.50	126.00-185.00	-	-	-	1	2	8	5	2	1	1	-	7	2	-	-	-	3	-	-	-	-						
NONMANUFACTURING -----	60	40.0	129.50	124.00	108.50-140.50	-	-	10	5	9	11	7	9	5	-	2	-	-	-	-	-	-	-	2	-	-						
TYPISTS, CLASS B -----	160	39.0	115.00	116.00	105.50-124.00	-	1	18	50	28	42	17	2	2	-	-	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	54	40.0	115.50	113.00	106.00-124.00	-	-	5	18	10	15	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	106	38.5	115.00	116.00	104.50-122.00	-	1	13	32	18	27	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Salt Lake City—Ogden, Utah, November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time earnings of—																									
			Mean ²	Median ²	Middle range ²	Under \$ 120	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400					
						and under 120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320	340	360	380	400	420					
ALL WORKERS																															
COMPUTER OPERATORS, CLASS A -----	74	40.0	\$ 213.50	\$ 201.50	\$ 182.50-\$ 233.50	-	-	-	1	-	3	9	17	2	12	4	9	5	2	8	2	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	51	40.0	205.00	200.00	182.00-229.00	-	-	-	1	-	3	5	16	-	7	3	8	4	1	3	-	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	170	40.0	161.50	161.50	143.00-172.50	2	17	16	23	22	42	14	14	7	6	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	31	40.0	153.00	150.00	143.00-161.00	-	3	4	7	8	6	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	139	40.0	163.00	161.50	143.00-175.50	2	14	12	16	14	36	14	14	5	5	-	1	6	-	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	42	40.0	142.00	130.50	120.00-157.00	-	21	4	6	1	-	-	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	39	40.0	142.00	129.00	120.00-170.50	-	20	4	4	1	-	-	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	58	40.0	291.00	288.50	255.00-318.00	-	-	-	-	-	-	-	-	-	-	1	5	10	8	9	12	4	6	2	1	-	-	-	-	-	-
NONMANUFACTURING -----	45	40.0	282.00	286.00	254.00-302.00	-	-	-	-	-	-	-	-	-	-	1	4	9	6	9	10	3	3	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	142	40.0	237.00	241.50	201.50-260.50	-	-	-	-	-	-	2	10	13	18	2	20	35	27	10	3	2	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	123	40.0	236.50	241.50	205.00-260.50	-	-	-	-	-	-	2	10	11	10	2	19	33	26	7	3	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	42	40.0	188.50	184.00	161.00-202.50	-	1	-	-	1	12	-	11	5	4	1	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	31	40.0	187.50	186.00	161.00-202.50	-	1	-	-	1	12	-	2	5	4	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	27	40.0	346.00	359.00	312.50-371.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	1	7	5	4	1	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	37	40.0	309.50	310.50	300.00-320.00	-	-	-	-	-	-	-	-	-	-	-	-	2	1	6	19	6	2	-	1	-	-	-	-	-	-
DRAFTERS, CLASS A -----	93	40.0	238.50	232.00	213.00-269.00	-	-	-	-	-	5	-	-	2	14	11	19	6	22	14	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	67	40.0	230.50	224.00	207.00-260.50	-	-	-	-	-	5	-	-	2	14	10	13	4	10	9	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS, CLASS B -----	132	40.0	201.50	199.00	178.00-220.00	-	-	-	-	7	10	24	21	5	7	25	13	20	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	103	40.0	196.50	189.50	176.00-218.50	-	-	-	-	7	10	24	18	5	3	13	9	14	-	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS, CLASS C -----	78	40.0	162.00	159.50	144.00-173.00	-	-	7	20	14	11	13	3	4	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	53	40.0	153.00	151.00	142.50-159.50	-	-	7	19	14	3	8	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS -----	407	40.0	227.00	222.00	193.00-257.50	-	-	-	-	-	14	40	41	31	33	36	62	55	50	32	13	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	309	40.0	222.50	217.50	193.00-249.00	-	-	-	-	-	9	35	26	31	28	36	48	45	17	26	8	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	98	40.0	240.00	253.50	191.50-276.50	-	-	-	-	-	5	5	15	-	5	-	14	10	33	6	5	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	98	40.0	240.00	253.50	191.50-276.50	-	-	-	-	-	5	5	15	-	5	-	14	10	33	6	5	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS A-MANUFACTURING -----	146	40.0	256.50	253.50	233.00-284.50	-	-	-	-	-	-	-	-	1	11	10	28	37	14	32	13	-	-	-	-	-	-	-	-	-	-
-----	124	40.0	252.50	249.50	228.00-282.00	-	-	-	-	-	-	-	-	1	11	10	28	27	13	26	8	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS B-MANUFACTURING -----	192	40.0	219.50	210.50	195.00-238.50	-	-	-	-	-	5	11	21	27	22	26	32	12	36	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	118	40.0	213.50	210.00	197.00-227.00	-	-	-	-	-	-	6	6	27	17	26	20	12	4	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	74	40.0	228.50	226.00	180.00-274.50	-	-	-	-	-	5	5	15	-	5	-	12	-	32	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Salt Lake City—Ogden, Utah, November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	63	40.0	\$ 195.50	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS B -----	136	40.0	\$ 160.00
CLERKS, ORDER -----	88	40.0	188.00	SECRETARIES, CLASS A -----	53	40.0	\$ 177.50	NONMANUFACTURING -----	117	40.0	161.00
NONMANUFACTURING -----	78	40.0	191.50	NONMANUFACTURING -----	33	40.0	188.50	COMPUTER OPERATORS, CLASS C -----	25	40.0	148.00
				SECRETARIES, CLASS B -----	196	40.0	177.00	NONMANUFACTURING -----	25	40.0	148.00
OFFICE OCCUPATIONS - WOMEN				MANUFACTURING -----	32	40.0	161.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	56	40.0	293.00
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	28	40.0	141.00	NONMANUFACTURING -----	164	40.0	180.50	NONMANUFACTURING -----	44	40.0	283.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	26	40.0	109.00	PUBLIC UTILITIES -----	55	40.0	213.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	128	40.0	238.50
CLERKS, ACCOUNTING, CLASS A -----	358	40.0	152.00	SECRETARIES, CLASS C -----	312	39.5	177.00	NONMANUFACTURING -----	115	40.0	236.50
MANUFACTURING -----	65	40.0	153.50	MANUFACTURING -----	71	40.0	183.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	38	40.0	185.50
NONMANUFACTURING -----	293	40.0	151.50	NONMANUFACTURING -----	241	39.5	175.00	NONMANUFACTURING -----	29	40.0	186.00
PUBLIC UTILITIES -----	68	40.0	179.00	PUBLIC UTILITIES -----	90	40.0	196.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	26	40.0	348.50
CLERKS, ACCOUNTING, CLASS B -----	666	40.0	119.50	SECRETARIES, CLASS D -----	379	40.0	150.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	36	40.0	310.00
MANUFACTURING -----	97	40.0	129.00	MANUFACTURING -----	170	40.0	149.50	ORAFTERS, CLASS A -----	81	40.0	235.00
NONMANUFACTURING -----	569	40.0	118.00	NONMANUFACTURING -----	209	39.5	151.50	MANUFACTURING -----	66	40.0	230.50
PUBLIC UTILITIES -----	61	40.0	121.50	STENOGRAPHERS, GENERAL -----	270	40.0	139.50	ORAFTERS, CLASS B -----	129	40.0	202.00
CLERKS, FILE, CLASS B -----	117	40.0	115.00	MANUFACTURING -----	63	40.0	129.50	MANUFACTURING -----	100	40.0	197.00
NONMANUFACTURING -----	96	40.0	116.50	NONMANUFACTURING -----	207	40.0	142.50	ORAFTERS, CLASS C -----	67	40.0	158.00
CLERKS, FILE, CLASS C -----	139	39.5	95.50	PUBLIC UTILITIES -----	70	40.0	182.00	MANUFACTURING -----	53	40.0	153.00
CLERKS, ORDER -----	82	40.0	128.00	STENOGRAPHERS, SENIOR -----	198	40.0	151.00	ELECTRONICS TECHNICIANS -----	404	40.0	226.50
NONMANUFACTURING -----	58	39.5	124.50	MANUFACTURING -----	26	40.0	163.50	MANUFACTURING -----	308	40.0	223.00
CLERKS, PAYROLL -----	81	40.0	143.00	NONMANUFACTURING -----	172	40.0	149.50	NONMANUFACTURING -----	96	40.0	239.00
MANUFACTURING -----	35	40.0	135.50	PUBLIC UTILITIES -----	27	40.0	191.00	PUBLIC UTILITIES -----	96	40.0	239.00
NONMANUFACTURING -----	46	40.0	148.50	SWITCHBOARD OPERATORS -----	112	39.5	126.00	ELECTRONICS TECHNICIANS, CLASS A -----	146	40.0	256.50
KEYPUNCH OPERATORS, CLASS A -----	134	40.0	155.50	MANUFACTURING -----	27	40.0	143.50	MANUFACTURING -----	124	40.0	252.50
MANUFACTURING -----	30	40.0	145.00	NONMANUFACTURING -----	85	39.5	120.50	ELECTRONICS TECHNICIANS, CLASS B -----	190	40.0	219.00
NONMANUFACTURING -----	104	39.5	158.50	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	229	40.0	124.00	MANUFACTURING -----	118	40.0	213.50
PUBLIC UTILITIES -----	27	40.0	184.50	MANUFACTURING -----	49	40.0	125.50	NONMANUFACTURING -----	72	40.0	227.50
KEYPUNCH OPERATORS, CLASS B -----	417	40.0	128.50	NONMANUFACTURING -----	180	39.5	124.00	PUBLIC UTILITIES -----			
MANUFACTURING -----	76	40.0	125.50	TYPISTS, CLASS A -----	89	40.0	135.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	341	40.0	129.00	MANUFACTURING -----	29	40.0	148.50	COMPUTER OPERATORS, CLASS B -----	34	39.5	167.00
MESSENGERS -----	60	39.5	99.00	NONMANUFACTURING -----	60	40.0	129.50				
NONMANUFACTURING -----	58	39.5	98.50	TYPISTS, CLASS B -----	160	39.0	115.00				
SECRETARIES -----	940	40.0	166.50	MANUFACTURING -----	54	40.0	115.50				
MANUFACTURING -----	293	40.0	159.50	NONMANUFACTURING -----	106	38.5	115.00				
NONMANUFACTURING -----	647	40.0	169.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN							
PUBLIC UTILITIES -----	214	40.0	190.00	COMPUTER OPERATORS, CLASS A -----	59	40.0	213.50				
				NONMANUFACTURING -----	41	40.0	206.50				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Salt Lake City—Ogden, Utah, November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 8.00				
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	8.00	over				
ALL WORKERS		\$	\$	\$																											
BOILER TENDERS -----	25	5.54	5.97	5.22- 5.97	-	2	-	-	-	-	2	-	-	8	-	-	8	-	-	5	-	-	-	-	-	-	-	-			
CARPENTERS, MAINTENANCE -----	52	6.35	6.32	6.01- 6.74	-	-	1	-	-	-	-	1	-	-	5	-	5	7	7	2	21	-	-	-	-	1	-	2			
MANUFACTURING -----	37	6.39	6.74	6.22- 6.74	-	-	-	-	-	-	-	1	-	-	5	-	-	1	7	2	21	-	-	-	-	-	-	-			
ELECTRICIANS, MAINTENANCE -----	171	6.31	6.62	5.75- 6.96	-	-	-	-	-	-	4	9	7	4	11	14	3	7	14	10	19	69	-	-	-	-	-	-			
MANUFACTURING -----	145	6.30	6.62	5.76- 6.96	-	-	-	-	-	-	4	9	7	4	4	10	3	7	14	10	17	56	-	-	-	-	-	-			
ENGINEERS, STATIONARY -----	28	5.68	5.79	5.28- 5.79	-	-	-	1	-	-	1	2	3	1	4	10	-	3	-	-	-	-	3	-	-	-	-	-			
HELPERS, MAINTENANCE TRADES -----	124	5.05	4.95	4.27- 5.83	5	5	6	4	17	6	-	22	-	5	-	-	50	4	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	99	5.25	5.83	4.95- 5.83	5	5	4	1	2	1	-	22	-	5	-	-	50	4	-	-	-	-	-	-	-	-	-	-			
MACHINISTS, MAINTENANCE -----	106	6.33	6.88	5.64- 6.96	-	-	-	-	-	-	-	6	-	20	-	4	-	4	16	-	-	56	-	-	-	-	-	-			
MANUFACTURING -----	106	6.33	6.88	5.64- 6.96	-	-	-	-	-	-	-	6	-	20	-	4	-	4	16	-	-	56	-	-	-	-	-	-			
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	448	7.15	7.87	6.62- 7.87	-	-	-	-	-	8	5	15	27	-	17	20	3	-	10	-	10	29	2	2	50	243	7	-			
MANUFACTURING -----	88	5.69	5.01	4.89- 6.62	-	-	-	-	-	8	5	11	25	-	15	-	-	-	-	-	4	13	-	-	-	-	-	7			
NONMANUFACTURING -----	360	7.51	7.87	7.48- 7.87	-	-	-	-	-	-	-	4	2	-	2	20	3	-	10	-	6	16	2	2	50	243	-	-			
PUBLIC UTILITIES -----	312	7.60	7.87	7.87- 7.87	-	-	-	-	-	-	-	-	-	-	-	20	3	-	10	-	6	-	-	-	30	243	-	-			
MECHANICS, MAINTENANCE -----	173	6.19	6.35	5.63- 6.74	-	-	-	-	-	-	2	5	1	20	11	15	11	2	28	9	52	17	-	-	-	-	-	-			
MANUFACTURING -----	146	6.17	6.35	5.53- 6.74	-	-	-	-	-	-	-	5	1	20	11	7	11	-	28	9	50	4	-	-	-	-	-	-			
NONMANUFACTURING -----	27	6.31	6.60	5.75- 6.96	-	-	-	-	-	-	2	-	-	-	-	8	-	2	-	-	2	13	-	-	-	-	-	-			
PAINTERS, MAINTENANCE -----	27	5.92	6.00	5.41- 6.42	-	-	-	-	-	-	1	-	3	3	2	-	4	2	5	-	7	-	-	-	-	-	-	-			
TOOL AND DIE MAKERS -----	67	5.42	5.40	4.97- 5.79	-	-	-	-	9	-	-	14	-	4	11	13	5	4	3	4	-	-	-	-	-	-	-	-			
MANUFACTURING -----	67	5.42	5.40	4.97- 5.79	-	-	-	-	9	-	-	14	-	4	11	13	5	4	3	4	-	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Salt Lake City—
Ogden, Utah, November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$ 2.10 and under	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
						2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	9.00	9.40
ALL WORKERS																																
GUARDS AND WATCHMEN -----	508	3.06	2.38	2.13- 4.05	207	52	33	32	11	-	3	10	7	14	37	20	10	9	6	1	14	34	7	1	-	-	-	-	-	-	-	-
MANUFACTURING -----	102	4.65	5.21	3.72- 5.46	-	-	8	1	3	-	3	10	6	2	2	3	-	2	6	1	14	34	7	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	406	2.66	2.18	2.13- 2.75	207	52	25	31	8	-	-	-	1	12	35	17	10	7	-	-	-	-	-	1	-	-	-	-	-	-	-	-
GUARDS:																																
MANUFACTURING -----	92	4.74	5.21	3.80- 5.46	-	-	8	1	3	-	3	6	2	2	2	1	-	2	6	1	14	34	7	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS ---	1,388	2.88	2.56	2.10- 3.18	419	124	156	145	77	121	52	51	41	19	18	20	19	28	4	45	35	14	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	320	3.63	3.30	2.90- 4.51	10	-	39	25	18	57	14	25	24	4	-	9	18	9	4	40	24	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,068	2.65	2.40	2.10- 2.84	409	124	117	120	59	64	38	26	17	15	18	11	1	19	-	5	11	14	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	97	4.36	4.28	3.88- 5.26	-	5	-	-	-	-	-	2	13	15	10	7	-	19	-	1	11	14	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	987	5.11	4.74	3.50- 7.10	-	-	59	32	5	24	120	14	52	14	18	13	132	34	7	-	32	23	8	75	-	325	-	-	-	-	-	-
MANUFACTURING -----	186	4.24	4.49	3.50- 4.84	-	-	-	5	5	15	12	14	24	5	12	-	10	34	6	-	32	12	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	801	5.32	5.99	3.36- 7.11	-	-	59	27	-	9	108	-	28	9	6	13	122	-	1	-	-	11	8	75	-	325	-	-	-	-	-	-
PUBLIC UTILITIES -----	542	6.34	7.10	5.99- 7.11	-	-	-	-	-	-	-	-	-	1	-	1	120	-	1	-	-	11	8	75	-	325	-	-	-	-	-	-
ORDER FILLERS -----	710	3.82	3.75	3.30- 4.32	-	3	23	9	28	30	207	39	27	60	66	78	19	-	31	78	-	3	6	3	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	627	3.78	3.44	3.25- 4.25	-	3	23	9	28	30	199	35	27	16	66	78	19	-	4	78	-	3	6	3	-	-	-	-	-	-	-	-
PACKERS, SHIPPING -----	113	2.95	2.90	2.40- 3.29	8	15	13	12	17	19	8	2	12	4	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
MANUFACTURING -----	81	2.96	3.00	2.65- 3.32	4	10	6	10	6	19	8	2	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	32	2.93	2.62	2.32- 2.90	4	5	7	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-
RECEIVING CLERKS -----	89	4.06	3.95	3.50- 4.58	-	-	-	-	1	10	6	12	9	14	6	2	10	4	5	5	-	2	-	3	-	-	-	-	-	-	-	-
MANUFACTURING -----	28	4.50	4.58	3.94- 4.94	-	-	-	-	5	-	-	-	-	3	2	-	7	1	4	3	-	-	-	3	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	61	3.86	3.78	3.50- 4.00	-	-	-	-	1	5	6	12	9	11	4	2	3	3	1	2	-	2	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS -----	31	4.20	4.25	3.39- 4.85	-	-	-	-	-	4	4	1	-	1	-	10	2	1	4	3	-	-	-	1	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	52	3.96	3.75	3.49- 4.32	1	3	2	2	3	-	1	2	13	3	5	4	5	2	-	-	-	3	-	-	-	-	3	-	-	-	-	-
MANUFACTURING -----	26	4.23	4.07	3.74- 4.30	-	-	-	-	-	-	2	6	3	4	4	2	2	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	26	3.69	3.75	2.75- 3.98	1	3	2	2	3	-	1	-	7	-	1	-	3	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-
TRUCKDRIVERS -----	1,669	5.19	4.70	4.15- 6.38	-	35	15	12	11	31	36	136	45	27	112	127	55	211	22	60	12	82	49	210	-	351	30	-	-	-	-	-
MANUFACTURING -----	304	5.01	5.15	4.13- 5.53	-	9	-	-	-	6	2	9	10	8	42	12	2	26	20	60	9	36	23	-	-	-	30	-	-	-	-	-
NONMANUFACTURING -----	1,365	5.23	4.61	4.15- 7.10	-	26	15	12	11	25	34	127	35	19	70	115	53	185	2	-	3	46	26	210	-	351	-	-	-	-	-	-
PUBLIC UTILITIES -----	690	6.26	7.10	4.61- 7.10	-	-	-	-	-	-	-	-	-	-	1	-	-	181	-	-	2	20	-	135	-	351	-	-	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	273	3.49	3.45	3.00- 3.75	-	35	15	3	2	31	36	71	16	17	16	1	-	-	-	-	-	24	6	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	51	4.53	5.52	3.03- 5.66	-	9	-	-	-	6	2	-	-	4	-	-	-	-	-	-	-	24	6	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	222	3.25	3.45	3.00- 3.45	-	26	15	3	2	25	34	71	16	13	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	687	5.48	5.68	4.61- 7.10	-	-	-	9	9	-	-	64	29	1	4	3	18	183	2	-	10	28	22	125	-	180	-	-	-	-	-	-
MANUFACTURING -----	39	4.50	4.20	3.66- 5.38	-	-	-	-	-	-	8	10	1	-	3	2	-	-	-	-	9	-	6	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	648	5.54	5.68	4.61- 7.10	-	-	-	9	9	-	-	56	19	-	4	-	16	183	2	-	1	28	16	125	-	180	-	-	-	-	-	-
PUBLIC UTILITIES -----	488	5.98	6.37	4.61- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	181	-	-	-	2	-	125	-	180	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	539	5.56	5.53	4.25- 7.15	-	-	-	-	-	-	-	1	-	3	84	113	36	10	20	-	-	14	10	85	-	163	-	-	-	-	-	-
MANUFACTURING -----	84	4.57	4.25	4.13- 4.95	-	-	-	-	-	-	-	1	-	3	34	5	-	9	20	-	-	12	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	455	5.74	6.38	4.25- 7.15	-	-	-	-	-	-	-	-	-	-	50	108	36	1	-	-	-	2	10	85	-	163	-	-	-	-	-	-
PUBLIC UTILITIES -----	175	7.09	7.15	7.15- 7.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	10	-	163	-	-	-	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Salt Lake City—
Ogden, Utah, November 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					2.10 and under	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	7.80		
					2.10 and under	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	7.80		
ALL WORKERS-- CONTINUED																														
TRUCKDRIVERS - CONTINUED																														
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	152	\$ 5.59	\$ 5.15	\$ 4.70- 6.29	-	-	-	-	-	-	-	-	-	-	6	8	10	1	18	-	60	-	-	11	-	-	8	30		
MANUFACTURING -----	130	5.64	5.15	5.15- 6.00	-	-	-	-	-	-	-	-	-	-	-	8	4	-	17	-	60	-	-	11	-	-	-	30		
TRUCKERS, POWER (FORKLIFT) -----	280	4.73	4.43	3.93- 5.49	-	-	-	-	2	14	2	28	10	29	16	30	48	-	1	1	20	21	19	15	-	24	-			
MANUFACTURING -----	145	4.56	4.25	3.93- 5.49	-	-	-	-	2	5	2	10	10	26	11	12	10	-	-	-	20	20	17	-	-	-	-			
NONMANUFACTURING -----	135	4.91	4.45	4.00- 6.37	-	-	-	-	9	-	-	18	-	3	5	18	38	-	1	1	-	1	2	15	-	24	-			
PUBLIC UTILITIES -----	43	6.71	7.10	6.37- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	15	-	24	-			
WAREHOUSEMEN -----	677	4.13	3.87	3.35- 5.06	6	16	6	25	24	29	68	47	47	87	91	18	9	12	20	69	28	5	47	12	5	6	-			
MANUFACTURING -----	141	4.17	4.00	3.60- 4.76	-	-	-	10	2	7	4	12	14	18	22	12	-	8	-	18	1	-	5	3	5	-	-			
NONMANUFACTURING -----	536	4.12	3.87	3.34- 5.06	6	16	6	15	22	22	64	35	33	69	69	6	9	4	20	51	27	5	42	9	-	6	-			

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Salt Lake City—Ogden, Utah, November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	25	\$ 5.54	JANITORS, PORTERS, AND CLEANERS ---	1,071	2.99	TRUCKDRIVERS - CONTINUED		
CARPENTERS, MAINTENANCE -----	52	6.35	MANUFACTURING -----	294	3.67	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	539	\$ 5.56
MANUFACTURING -----	37	6.39	NONMANUFACTURING -----	777	2.74	MANUFACTURING -----	84	4.57
ELECTRICIANS, MAINTENANCE -----	171	6.31	PUBLIC UTILITIES -----	86	4.38	NONMANUFACTURING -----	455	5.74
MANUFACTURING -----	145	6.30	LABORERS, MATERIAL HANDLING -----	958	5.17	PUBLIC UTILITIES -----	175	7.09
ENGINEERS, STATIONARY -----	28	5.68	MANUFACTURING -----	178	4.28	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	152	5.59
HELPERS, MAINTENANCE TRADES -----	122	5.06	NONMANUFACTURING -----	780	5.37	MANUFACTURING -----	130	5.64
MANUFACTURING -----	99	5.25	PUBLIC UTILITIES -----	542	6.34	TRUCKERS, POWER (FORKLIFT) -----	280	4.73
MACHINISTS, MAINTENANCE -----	106	6.33	ORDER FILLERS -----	580	3.99	MANUFACTURING -----	145	4.56
MANUFACTURING -----	106	6.33	NONMANUFACTURING -----	501	3.97	NONMANUFACTURING -----	135	4.91
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	448	7.15	PACKERS, SHIPPING -----	82	3.02	PUBLIC UTILITIES -----	43	6.71
MANUFACTURING -----	88	5.69	MANUFACTURING -----	67	2.90	WAREHOUSEMEN -----	639	4.18
NONMANUFACTURING -----	360	7.51	RECEIVING CLERKS -----	89	4.06	MANUFACTURING -----	141	4.17
PUBLIC UTILITIES -----	312	7.60	MANUFACTURING -----	28	4.50	NONMANUFACTURING -----	498	4.18
MECHANICS, MAINTENANCE -----	173	6.19	NONMANUFACTURING -----	61	3.86			
MANUFACTURING -----	146	6.17	SMIPPING CLERKS -----	30	4.22			
NONMANUFACTURING -----	27	6.31	SMIPPING AND RECEIVING CLERKS -----	44	3.98	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
PAINTERS, MAINTENANCE -----	27	5.92	NONMANUFACTURING -----	26	3.69			
TDDL AND DIE MAKERS -----	67	5.42	TRUCKDRIVERS -----	1,634	5.23	GUARDS AND WATCHMEN -----	44	2.41
MANUFACTURING -----	67	5.42	MANUFACTURING -----	300	5.04	NONMANUFACTURING -----	44	2.41
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			NONMANUFACTURING -----	1,334	5.27	JANITORS, PORTERS, AND CLEANERS ---	317	2.48
GUARDS AND WATCHMEN -----	464	3.12	PUBLIC UTILITIES -----	689	6.26	MANUFACTURING -----	26	3.20
MANUFACTURING -----	102	4.65	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	238	3.50	NONMANUFACTURING -----	291	2.41
NONMANUFACTURING -----	362	2.69	MANUFACTURING -----	47	4.66	ORDER FILLERS -----	130	3.05
GUARDS: MANUFACTURING -----	92	4.74	NONMANUFACTURING -----	191	3.21	NONMANUFACTURING -----	126	3.03
			TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	687	5.48	PACKERS, SHIPPING -----	31	2.78
			MANUFACTURING -----	39	4.50			
			NONMANUFACTURING -----	648	5.54			
			PUBLIC UTILITIES -----	488	5.98			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Salt Lake City—Ogden, Utah, for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to November 1974	November 1974 to November 1975
All industries:			
Office clerical (men and women)-----	5.5	9.9	9.0
Electronic data processing (men and women)-----	*	9.3	8.1
Industrial nurses (men and women)-----	**	**	**
Skilled maintenance trades (men)-----	9.7	11.9	9.2
Unskilled plant workers (men)-----	6.5	10.3	7.7
Manufacturing:			
Office clerical (men and women)-----	**	**	7.8
Electronic data processing (men and women)-----	*	**	**
Industrial nurses (men and women)-----	**	**	**
Skilled maintenance trades (men)-----	7.0	15.0	9.3
Unskilled plant workers (men)-----	5.8	9.9	8.0
Nonmanufacturing:			
Office clerical (men and women)-----	5.6	9.6	9.5
Electronic data processing (men and women)-----	*	9.3	7.9
Industrial nurses (men and women)-----	**	**	**
Skilled maintenance trades (men)-----	**	**	**
Unskilled plant workers (men)-----	6.7	10.4	7.6

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wages indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," Monthly Labor Review, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Salt Lake City—Ogden, Utah, November 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
ESTABLISHMENTS STUDIED -----	142	50	xxx	92	xxx	142	50	xxx	92	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	32	13	13	19	16	54	20	20	34	30
UNDER \$82.50 -----	-	-	-	-	-	1	-	-	1	-
\$82.50 AND UNDER \$85.00 -----	-	-	-	-	-	1	-	-	1	1
\$85.00 AND UNDER \$87.50 -----	1	-	-	1	-	-	-	-	-	-
\$87.50 AND UNDER \$90.00 -----	-	-	-	-	-	4	3	3	1	1
\$90.00 AND UNDER \$92.50 -----	7	-	-	7	7	12	1	1	11	10
\$92.50 AND UNDER \$95.00 -----	2	1	1	1	1	4	1	1	3	3
\$95.00 AND UNDER \$97.50 -----	4	3	3	1	-	4	1	1	3	3
\$97.50 AND UNDER \$100.00 -----	1	1	1	-	-	3	2	2	1	1
\$100.00 AND UNDER \$105.00 -----	3	5	5	3	3	4	6	6	2	2
\$105.00 AND UNDER \$110.00 -----	1	-	-	1	1	2	1	1	1	1
\$110.00 AND UNDER \$115.00 -----	2	2	2	-	-	2	2	2	-	-
\$115.00 AND UNDER \$120.00 -----	1	-	-	1	1	2	1	1	2	2
\$120.00 AND UNDER \$125.00 -----	1	-	-	1	1	2	-	-	2	2
\$125.00 AND UNDER \$130.00 -----	2	1	1	1	1	2	1	1	2	2
\$130.00 AND UNDER \$135.00 -----	-	-	-	-	-	1	1	1	-	-
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	-	-	-	-	-
\$140.00 AND UNDER \$145.00 -----	1	-	-	1	-	2	-	-	2	1
\$145.00 AND UNDER \$150.00 -----	1	-	-	1	1	1	-	-	1	1
\$150.00 AND OVER -----	-	-	-	-	-	1	-	-	1	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	21	9	xxx	12	xxx	47	18	xxx	29	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	89	28	xxx	61	xxx	41	12	xxx	29	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Salt Lake City—Ogden, Utah, November 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	89.3	66.3	15.9	4.6
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	9.5	1.7	1.3	.2
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	79.8	64.6	14.7	4.4
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	61.8	39.1	11.6	3.2
UNIFORM PERCENTAGE DIFFERENTIAL -----	10.9	10.9	2.1	.6
OTHER DIFFERENTIAL -----	7.1	14.6	1.0	.6
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	13.2	19.8	14.2	20.9
UNIFORM PERCENTAGE DIFFERENTIAL -----	6.7	10.6	7.5	7.3
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
5 CENTS -----	1.4	-	.4	-
8 CENTS -----	2.6	1.4	-	.2
10 CENTS -----	26.2	5.4	3.8	.2
12 CENTS -----	5.7	-	.9	-
14 CENTS -----	2.4	-	.1	-
15 CENTS -----	7.5	11.9	2.6	.8
16 CENTS -----	3.6	-	1.2	-
17 CENTS -----	2.3	2.3	.4	.4
20 CENTS -----	7.4	5.3	1.6	.3
21 CENTS -----	-	1.6	-	.4
25 CENTS -----	2.5	-	.6	-
28 CENTS -----	-	2.4	-	(8)
30 CENTS -----	-	6.0	-	.8
35 CENTS -----	-	1.3	-	-
40 CENTS -----	-	1.4	-	.2
UNIFORM PERCENTAGE:				
4 PERCENT -----	2.2	-	.4	-
5 PERCENT -----	4.6	-	.5	-
6 PERCENT -----	-	2.2	-	.4
10 PERCENT -----	4.2	4.6	1.1	.1
12 AND UNDER 13 PERCENT -----	-	2.2	-	-
15 PERCENT -----	-	2.0	-	(8)
OTHER DIFFERENTIAL:				
FULL DAY'S PAY FOR REDUCED HOURS -----	2.3	-	2.3	-
FULL DAY'S PAY FOR REDUCED HOURS PLUS CENTS -----	3.8	.8	11.2	.5

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Salt Lake City—Ogden, Utah, November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
20 HOURS-5 DAYS -----	1	-	1	-	-	-	-	-
30 HOURS-5 DAYS -----	2	-	3	-	-	-	-	-
32 HOURS-4 DAYS -----	3	-	4	-	-	-	-	-
36 1/4 HOURS-5 DAYS -----	-	-	-	-	1	-	1	-
37 HOURS-5 DAYS -----	(9)	1	-	-	-	-	-	-
37 1/2 HOURS-5 DAYS -----	8	3	13	-	5	1	7	-
39 HOURS-4 1/2 DAYS -----	-	-	-	-	3	-	4	-
40 HOURS -----	52	90	77	100	90	97	88	100
4 DAYS -----	1	3	-	-	-	-	-	-
5 DAYS -----	81	87	77	100	90	97	88	100
44 HOURS-4 DAYS -----	(9)	1	-	-	-	-	-	-
45 HOURS-5 DAYS -----	1	4	-	-	(7)	2	-	-
46 HOURS-6 DAYS -----	1	-	2	-	-	-	-	-
48 HOURS-6 DAYS -----	2	-	4	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	39.6	40.1	39.3	40.0	39.8	40.1	39.7	40.0

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Salt Lake City—Ogden, Utah, November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	12	3	17	-	1	3	(9)	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	88	97	83	100	99	97	99	100
AVERAGE NUMBER OF PAID HOLIDAYS								
FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.2	8.7	7.6	9.3	9.0	8.8	9.1	9.1
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
1 HOLIDAY -----	1	-	2	-	(9)	-	1	-
3 HOLIDAYS -----	2	-	3	-	(9)	-	(9)	-
5 HOLIDAYS -----	1	-	1	-	(9)	-	(9)	-
6 HOLIDAYS -----	4	-	7	-	1	-	1	-
7 HOLIDAYS -----	20	22	19	4	13	22	10	15
PLUS 2 HALF DAYS -----	1	3	-	-	(9)	1	-	-
8 HOLIDAYS -----	19	15	21	20	18	12	20	18
PLUS 1 HALF DAY -----	2	3	1	-	2	1	2	-
PLUS 2 HALF DAYS -----	1	4	-	-	1	5	-	-
9 HOLIDAYS -----	18	19	16	29	16	22	15	19
PLUS 2 HALF DAYS -----	1	3	-	-	1	1	1	-
10 HOLIDAYS -----	14	25	8	30	40	31	42	39
PLUS 1 HALF DAY -----	-	-	-	-	3	-	4	-
11 HOLIDAYS -----	3	2	4	15	2	1	3	8
12 HOLIDAYS -----	(9)	1	-	-	1	2	1	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
1 DAY OR MORE -----	98	97	83	100	99	97	99	100
3 DAYS OR MORE -----	57	97	81	100	99	97	99	100
5 DAYS OR MORE -----	85	97	78	100	99	97	99	100
6 DAYS OR MORE -----	34	97	77	100	98	97	99	100
7 DAYS OR MORE -----	80	97	70	100	98	97	98	100
8 DAYS OR MORE -----	60	75	51	96	85	75	88	85
8 1/2 DAYS OR MORE -----	40	57	30	75	67	62	68	67
9 DAYS OR MORE -----	39	54	29	75	65	61	67	67
10 DAYS OR MORE -----	19	31	11	46	48	35	52	47
10 1/2 DAYS OR MORE -----	4	3	4	15	7	3	8	8
11 DAYS OR MORE -----	4	3	4	15	4	3	4	8
12 DAYS -----	(9)	1	-	-	1	2	1	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Salt Lake City—Ogden, Utah, November 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
<u>Percent of workers</u>								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	85	97	78	100	98	97	99	100
Washington's Birthday	34	36	33	69	60	36	66	43
Good Friday	8	8	8	27	9	16	7	25
Easter Monday	2	6	-	-	(⁹)	1	-	-
Memorial Day	85	97	78	100	98	97	99	100
Fourth of July	84	94	78	100	98	94	99	100
July 24th	71	87	61	46	87	89	86	61
Labor Day	83	97	75	100	98	97	98	100
Columbus Day	-	-	-	-	22	-	28	-
Veterans Day	13	1	20	44	40	2	50	48
Thanksgiving Day	87	97	81	100	98	97	99	100
Day after Thanksgiving	19	37	8	3	22	34	19	25
Christmas Eve	15	28	7	22	13	29	9	13
Christmas Eve, half day	5	12	1	-	4	7	3	-
Christmas Day	87	97	81	96	98	97	98	97
Extra day during Christmas week	2	4	1	6	1	3	-	-
New Year's Eve, half day	2	6	-	-	2	6	1	-
Floating holiday, half day ¹³	-	-	-	-	3	-	4	-
Floating holiday, 1 day ¹³	11	13	10	21	18	31	15	31
Employee's birthday	13	4	18	51	12	1	15	43
Extra day employee's birthday	1	-	1	6	(⁹)	-	(⁹)	(⁹)
Employee's anniversary	2	-	3	15	1	-	2	8

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Salt Lake City-Ogden, Utah, November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	2	(9)	3	-	(9)	-	(9)	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	98	99	97	100	99	100	99	100
LENGTH-OF-TIME PAYMENT -----	91	90	93	77	99	100	99	98
PERCENTAGE PAYMENT -----	7	10	4	23	(9)	-	1	2
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	1	-	1	-	1	-	2	-
1 WEEK -----	15	15	15	45	42	30	45	47
OVER 1 AND UNDER 2 WEEKS -----	2	5	-	-	(9)	2	-	-
2 WEEKS -----	-	-	-	-	3	-	3	-
1 YEAR OF SERVICE:								
1 WEEK -----	67	61	71	45	30	28	31	37
OVER 1 AND UNDER 2 WEEKS -----	2	4	(9)	-	2	3	1	-
2 WEEKS -----	27	39	25	55	67	65	68	63
OVER 2 AND UNDER 3 WEEKS -----	1	3	-	-	1	4	-	-
3 WEEKS -----	(9)	1	-	-	-	-	-	-
2 YEARS OF SERVICE:								
1 WEEK -----	26	39	23	3	6	10	5	2
OVER 1 AND UNDER 2 WEEKS -----	2	3	2	-	1	-	2	-
2 WEEKS -----	63	50	71	97	89	81	92	98
OVER 2 AND UNDER 3 WEEKS -----	5	13	(9)	-	2	4	1	-
3 WEEKS -----	1	3	-	-	1	4	-	-
3 YEARS OF SERVICE:								
1 WEEK -----	9	6	11	-	1	3	1	-
OVER 1 AND UNDER 2 WEEKS -----	2	3	2	-	1	-	1	-
2 WEEKS -----	79	71	84	100	94	83	97	100
OVER 2 AND UNDER 3 WEEKS -----	5	13	(9)	-	2	4	1	-
3 WEEKS -----	2	6	-	-	2	10	(9)	-
4 YEARS OF SERVICE:								
1 WEEK -----	5	3	7	-	1	2	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	2	3	2	-	1	-	1	-
2 WEEKS -----	82	72	88	100	94	82	97	100
OVER 2 AND UNDER 3 WEEKS -----	5	13	(9)	-	2	4	1	-
3 WEEKS -----	3	8	-	-	3	12	(9)	-
5 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	2	-	1	-	1	-
2 WEEKS -----	71	67	74	94	68	60	69	83
OVER 2 AND UNDER 3 WEEKS -----	5	13	(9)	-	3	6	2	-
3 WEEKS -----	18	18	17	6	28	32	27	17
4 WEEKS -----	(9)	-	(9)	-	(9)	-	(9)	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Salt Lake City—Ogden, Utah, November 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
10 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	25	17	29	3	12	7	14	2
OVER 2 AND UNDER 3 WEEKS -----	-	-	-	-	3	-	4	-
3 WEEKS -----	60	59	61	90	72	76	71	84
OVER 3 AND UNDER 4 WEEKS -----	5	11	2	7	3	3	3	8
4 WEEKS -----	5	9	2	-	8	10	7	6
OVER 4 AND UNDER 5 WEEKS -----	(9)	1	-	-	1	3	-	-
12 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	18	10	22	3	10	5	12	2
3 WEEKS -----	66	65	67	90	76	76	77	84
OVER 3 AND UNDER 4 WEEKS -----	5	11	(9)	-	2	4	1	-
4 WEEKS -----	5	10	2	-	9	12	8	6
OVER 4 AND UNDER 5 WEEKS -----	1	1	1	7	2	3	2	8
15 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	14	10	17	3	8	4	9	2
3 WEEKS -----	54	52	56	60	61	62	61	65
OVER 3 AND UNDER 4 WEEKS -----	2	4	(9)	-	3	4	2	-
4 WEEKS -----	21	24	19	31	26	27	25	25
OVER 4 AND UNDER 5 WEEKS -----	4	9	1	7	2	3	2	8
20 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	14	10	17	3	8	4	9	2
3 WEEKS -----	31	21	38	16	28	17	31	23
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
4 WEEKS -----	38	48	31	53	54	63	51	53
OVER 4 AND UNDER 5 WEEKS -----	4	11	-	-	1	6	-	-
5 WEEKS -----	7	8	7	28	7	9	7	22
25 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	14	10	17	3	8	4	9	2
3 WEEKS -----	29	15	38	16	27	11	31	23
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
4 WEEKS -----	28	43	19	12	44	64	39	12
OVER 4 AND UNDER 5 WEEKS -----	4	11	-	-	1	6	-	-
5 WEEKS -----	18	18	18	70	17	13	19	64
6 WEEKS -----	(9)	-	1	-	(9)	-	1	-
30 YEARS OF SERVICE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	14	10	17	3	8	4	9	2
3 WEEKS -----	29	15	38	16	27	11	31	23
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
4 WEEKS -----	27	42	19	9	44	62	39	11
OVER 4 AND UNDER 5 WEEKS -----	4	11	-	-	1	6	-	-
5 WEEKS -----	18	18	18	70	17	15	17	58
6 WEEKS -----	1	2	1	2	2	-	2	6

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Salt Lake City—Ogden, Utah, November 1975 —Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
MAXIMUM VACATION AVAILABLE:								
1 WEEK -----	3	2	3	-	(9)	1	(9)	-
2 WEEKS -----	14	10	17	3	8	4	9	2
3 WEEKS -----	29	15	38	16	27	11	31	23
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
4 WEEKS -----	27	42	19	9	44	62	39	11
OVER 4 AND UNDER 5 WEEKS -----	4	11	-	-	1	6	-	-
5 WEEKS -----	18	18	18	70	17	15	17	58
6 WEEKS -----	1	-	1	2	2	-	2	6
7 WEEKS -----	1	2	-	-	-	-	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Salt Lake City-Ogden, Utah, November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	94	100	90	100	99	100	99	100
LIFE INSURANCE -----	89	100	82	100	98	100	98	100
NONCONTRIBUTORY PLANS -----	49	48	50	84	60	50	63	81
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	77	94	72	93	79	73	80	92
NONCONTRIBUTORY PLANS -----	40	39	41	76	40	34	42	75
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	78	99	71	85	96	96	95	96
SICKNESS AND ACCIDENT INSURANCE -----	44	58	35	33	41	59	36	19
NONCONTRIBUTORY PLANS -----	28	34	25	33	23	46	17	19
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	36	45	31	33	70	78	67	54
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	26	26	25	24	20	14	22	31
LONG-TERM DISABILITY INSURANCE -----	23	34	15	37	45	57	42	69
NONCONTRIBUTORY PLANS -----	9	10	8	28	19	14	20	53
HOSPITALIZATION INSURANCE -----	94	100	90	100	99	100	99	100
NONCONTRIBUTORY PLANS -----	45	49	43	72	46	51	44	63
SURGICAL INSURANCE -----	94	100	90	100	99	100	99	100
NONCONTRIBUTORY PLANS -----	45	49	43	72	46	51	44	63
MEDICAL INSURANCE -----	94	100	90	100	99	100	99	100
NONCONTRIBUTORY PLANS -----	45	49	43	72	46	51	44	63
MAJOR MEDICAL INSURANCE -----	91	100	85	100	99	98	99	100
NONCONTRIBUTORY PLANS -----	43	49	40	72	45	48	44	63
DENTAL INSURANCE -----	25	25	24	31	22	16	24	25
NONCONTRIBUTORY PLANS -----	16	20	14	24	11	14	10	16
RETIREMENT PENSION -----	66	78	58	77	82	86	81	85
NONCONTRIBUTORY PLANS -----	48	57	43	71	67	62	69	85

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Salt Lake City—Ogden, Utah,¹ November 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
All divisions	-	570	140	107,700	100	65,789	18,383	57,352
Manufacturing	50	177	48	36,504	34	24,982	3,994	19,227
Nonmanufacturing	-	393	92	71,196	66	40,807	14,389	38,125
Transportation, communication, and other public utilities ⁵	50	47	18	17,695	16	7,705	3,397	13,657
Wholesale trade	50	66	15	7,389	7	(⁶)	(⁶)	2,673
Retail trade	50	152	28	29,772	28	(⁶)	(⁶)	14,944
Finance, insurance, and real estate	50	53	12	9,111	8	(⁷)	(⁶)	4,485
Services ⁸	50	75	19	7,229	7	(⁶)	(⁶)	2,366

¹ The Salt Lake City—Ogden Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Davis, Salt Lake, Tooele, and Weber Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking, motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over one-third of the workers within scope of the survey in the Salt Lake City—Ogden area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups		Specific industries	
Machinery, except electrical	20	Office and computing machines	9
Food and kindred products	11	Construction and related machinery	7
Transportation equipment	10	Aircraft and parts	7
Primary metal industries	8	Primary nonferrous metals	6
Apparel and other textile products	7	Fabricated structural metal products	5
Printing and publishing	7	Medical instruments and supplies	5
Electrical equipment and supplies	6		
Fabricated metal products	6		
Chemicals and allied products	5		
Instruments and related products	5		
Stone, clay, and glass products	5		

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Salt Lake City—Ogden, Utah, November 1975:

	Plant workers	Office workers
All industries	33	7
Manufacturing	39	1
Nonmanufacturing	29	8
Public utilities	82	31

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers are covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works a confidential relationship with only one manager or executive and performs more responsible and secretory tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to rating instructions, usually prepared by a programmer. Work includes most of the following: gives instructions to determine equipment setup and operations; loads equipment with required tapes (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and rates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and produced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior operations so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design feature that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working on standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers. The specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

check in order to verify content; selection of appropriate type and size of container; inserting closures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' homes or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

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Great Falls, Mont.
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Lima, Ohio
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Lorain-Elyria, Ohio
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Lynchburg, Va.
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Madison, Wis.
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West Texas Plains
Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

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lbanv-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
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naheim-Santa Ana-Garden Grove, Calif., Oct. 1974 ¹	1850-9, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
lanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
ustin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
altimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974	Suppl. Free
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illings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
inghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
irmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
oston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News- Hampton, Va.-N.C., May 1975	1850-30, 65 cents
uffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
anton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-65, 85 cents
harleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
harlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
hattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
hicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
incinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
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olumbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
orpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
allas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
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ami, Fla., Oct. 1974	Suppl. Free		

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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1850-75

A WAGE SURVEY

Anaheim—Santa Ana—Garden Grove, California,
Metropolitan Area, October 1975

Bulletin 1850-75



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of an October 1975 survey of occupational earnings and supplementary wage benefits in the Anaheim-Santa Ana-Garden Grove, California, Standard Metropolitan Statistical Area (Orange County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Anaheim-Santa Ana-Garden Grove survey was conducted by the Bureau's regional office in San Francisco, Calif., under the general direction of Milton Keenan, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A report on occupational earnings and supplementary wage provisions in the Anaheim-Santa Ana-Garden Grove area is available for the refuse hauling industry (October 1975). Also available are reports on contract cleaning services (July 1974) and men's shirts (June 1974) for the combined Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove areas. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-75
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

naheim—Santa Ana—Garden Grove, California, Metropolitan Area, October 1975

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BLS Regional Offices listed on back cover. Price 85 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280							
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	over							
ALL WORKERS																																	
CLERKS, ACCOUNTING, CLASS A -----	1,172	40.0	\$ 171.50	\$ 162.00	\$ 150.00-184.50	-	-	-	5	42	119	136	158	233	138	94	77	23	24	12	15	18	42	21	5	10							
MANUFACTURING -----	581	39.5	170.00	162.00	150.50-185.50	-	-	-	-	10	47	84	91	122	44	66	48	8	21	10	5	17	8	-	-	-	-						
NONMANUFACTURING -----	591	40.0	173.50	165.00	145.00-180.50	-	-	-	5	32	72	52	67	111	94	28	29	15	3	2	10	1	34	21	5	10							
PUBLIC UTILITIES -----	30	40.0	178.00	174.50	170.00-179.50	-	-	-	-	-	-	-	-	7	16	-	3	3	-	1	-	-	-	-	-	-	-						
RETAIL TRADE -----	324	40.0	177.00	165.50	130.50-190.00	-	-	-	2	27	54	25	33	47	39	16	12	-	-	-	-	-	34	20	5	10							
CLERKS, ACCOUNTING, CLASS B -----	991	40.0	146.50	140.00	120.50-159.50	-	37	51	72	140	172	161	111	56	76	16	19	41	2	-	13	6	18	-	-	-	-						
MANUFACTURING -----	322	40.0	147.00	144.00	130.00-163.50	-	2	4	9	38	89	52	38	26	61	1	2	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	669	40.0	146.00	140.00	121.00-158.00	-	35	47	63	102	83	109	73	30	15	15	17	41	2	-	13	6	18	-	-	-	-						
RETAIL TRADE -----	291	40.0	143.00	132.50	115.00-150.00	-	25	31	32	51	32	46	12	14	2	8	-	1	-	-	13	6	18	-	-	-	-						
CLERKS, FILE, CLASS A -----	57	38.5	132.00	129.00	100.00-160.00	-	14	2	-	19	1	4	1	13	-	1	-	2	-	-	-	-	-	-	-	-	-						
CLERKS, FILE, CLASS B -----	173	39.0	134.50	120.00	100.50-140.50	18	8	22	37	31	9	7	3	2	2	1	-	1	32	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	150	39.0	135.50	116.00	104.50-152.00	18	8	22	37	10	9	7	3	2	2	1	-	1	39	-	-	-	-	-	-	-	-						
CLERKS, FILE, CLASS C -----	225	38.5	106.00	100.00	80.50-116.00	69	33	36	36	37	5	1	1	-	1	-	-	-	6	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	206	38.5	104.50	100.00	80.50-115.00	69	33	29	34	33	2	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-						
CLERKS, ORDER -----	401	40.0	170.50	160.00	140.00-191.00	-	8	10	6	23	36	49	68	52	37	7	20	29	1	4	-	-	27	24	-	-	-						
MANUFACTURING -----	230	40.0	156.50	156.50	141.50-170.00	-	8	10	2	18	18	64	32	23	3	12	21	1	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	171	40.0	180.50	170.00	140.00-253.50	-	-	-	4	5	18	31	4	20	14	4	8	8	-	4	-	-	27	24	-	-	-						
CLERKS, RAYROLL -----	229	40.0	170.50	164.50	145.00-179.00	-	-	3	3	17	16	24	26	38	46	12	11	3	6	2	4	1	6	11	-	-	-						
MANUFACTURING -----	146	40.0	165.50	163.00	152.00-177.50	-	-	-	3	13	4	14	15	31	45	6	7	1	4	-	-	1	2	-	-	-	-						
NONMANUFACTURING -----	83	40.0	179.00	161.00	140.00-221.00	-	-	3	-	4	12	10	11	7	1	6	4	2	2	2	4	-	4	11	-	-	-						
KEYRUNCH OPERATORS, CLASS A -----	593	39.5	181.50	171.50	150.00-213.00	-	-	1	1	8	21	78	94	70	81	29	30	7	58	15	60	25	4	5	-	-	-						
MANUFACTURING -----	284	40.0	194.50	190.00	150.00-230.00	-	-	-	-	3	35	42	23	15	12	20	3	34	15	60	22	-	-	-	-	-	-						
NONMANUFACTURING -----	309	39.5	169.50	165.00	150.00-179.00	-	-	1	1	8	18	43	52	47	66	17	16	4	24	-	-	3	4	5	-	-	-						
RETAIL TRADE -----	63	40.0	180.00	179.00	140.50-179.00	-	-	-	-	2	19	2	8	20	-	-	-	-	-	-	-	3	4	5	-	-	-						
KEYRUNCH OPERATORS, CLASS B -----	382	39.5	154.50	152.00	130.50-170.50	-	3	19	15	57	46	38	94	14	18	9	11	39	5	2	12	-	-	-	-	-	-						
MANUFACTURING -----	140	40.0	152.50	148.00	130.00-161.00	-	2	4	-	10	34	20	33	7	15	1	6	3	3	2	-	-	-	-	-	-	-						
NONMANUFACTURING -----	242	39.0	156.00	152.50	120.50-187.00	-	1	15	15	47	12	18	61	7	3	8	5	36	2	-	12	-	-	-	-	-	-						
MESSENGERS -----	146	39.0	130.50	127.00	110.00-145.50	4	5	26	27	21	16	22	6	7	3	2	-	2	5	-	-	-	-	-	-	-	-						
MANUFACTURING -----	63	40.0	139.50	139.00	121.00-153.00	2	-	-	13	10	9	12	3	6	3	2	-	2	1	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	83	38.5	123.50	116.00	100.50-133.50	2	5	26	14	11	7	10	3	1	-	-	-	-	4	-	-	-	-	-	-	-	-						
SECRETARIES -----	3,641	39.5	193.00	190.00	167.00-217.00	-	-	4	9	79	120	263	222	337	491	293	384	164	357	197	203	207	174	45	61	11							
MANUFACTURING -----	2,141	40.0	205.00	204.50	170.00-232.00	-	-	-	-	6	24	73	86	182	253	162	221	128	227	174	184	183	151	32	52	3							
NONMANUFACTURING -----	1,500	39.0	176.00	172.50	150.00-190.50	-	-	4	9	73	96	190	136	155	238	131	163	56	130	23	19	24	23	13	9	8							
PUBLIC UTILITIES -----	42	40.0	207.00	196.50	170.50-230.00	-	-	-	-	-	2	-	-	-	11	6	3	-	3	1	8	3	2	2	1	-							
RETAIL TRADE -----	174	40.0	202.50	195.50	170.00-213.00	-	-	-	-	-	3	6	10	9	23	14	27	-	52	-	-	4	8	6	5	7							
SECRETARIES, CLASS A -----	235	40.0	223.00	227.50	200.50-243.00	-	-	-	-	-	-	-	-	5	12	20	21	12	41	8	33	40	23	10	8	2							
MANUFACTURING -----	148	40.0	227.50	236.50	205.00-244.50	-	-	-	-	-	-	-	-	-	5	16	1	8	10	8	33	31	12	6	8	1							
NONMANUFACTURING -----	87	39.5	214.50	213.00	190.50-240.00	-	-	-	-	-	-	-	-	-	5	7	4	11	4	31	-	9	11	4	-	1							
SECRETARIES, CLASS B -----	747	40.0	207.50	207.00	180.00-230.00	-	-	-	-	-	4	24	6	39	101	60	100	50	83	86	39	28	11	23	41	2							
MANUFACTURING -----	508	40.0	215.00	217.50	190.00-232.00	-	-	-	-	-	1	1	23	58	45	57	37	45	72	75	22	11	20	39	2								
NONMANUFACTURING -----	239	39.5	192.50	193.50	170.50-213.00	-	-	-	-	-	4	23	5	16	43	15	43	13	38	14	14	6	-	3	2	-							

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	\$ 300 and over					
ALL WORKERS																																	
CLERKS, ACCOUNTING, CLASS A -----	293	40.0	\$ 207.00	\$ 196.50	\$ 174.00-250.50	-	-	-	3	2	5	6	19	27	25	30	33	10	24	6	7	18	42	21	5	-	-	-	-	10			
MANUFACTURING -----	152	40.0	199.00	195.00	172.00-210.00	-	-	-	-	-	1	5	7	10	17	22	29	6	21	4	5	17	8	-	-	-	-	-	-	-			
NONMANUFACTURING -----	141	40.0	215.50	244.00	167.00-260.50	-	-	-	3	2	4	1	12	17	8	8	4	4	3	2	2	1	34	21	5	10	-	-	-	-			
RETAIL TRADE -----	100	40.0	227.50	250.50	171.00-264.00	-	-	-	2	2	4	-	8	9	3	3	-	-	-	-	-	-	34	20	5	10	-	-	-	-			
CLERKS, ACCOUNTING, CLASS B -----	444	40.0	163.50	159.00	137.50-179.00	-	2	16	16	43	46	58	43	68	12	19	41	-	-	13	6	18	-	-	-	-	-	-	-	-			
MANUFACTURING -----	177	40.0	157.50	159.00	141.50-174.00	-	-	-	-	14	25	27	26	23	59	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	267	40.0	167.50	161.00	132.00-201.50	-	2	16	16	29	21	31	17	20	9	11	17	41	-	-	13	6	18	-	-	-	-	-	-	-			
RETAIL TRADE -----	129	40.0	167.00	148.00	122.00-234.50	-	1	13	11	20	8	13	5	14	2	4	-	1	-	-	13	6	18	-	-	-	-	-	-	-			
CLERKS, FILE, CLASS C -----	107	39.0	114.50	114.00	87.50-122.50	31	6	8	16	32	5	1	1	-	1	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	94	39.0	112.00	114.00	87.50-122.50	31	6	7	14	28	2	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-			
CLERKS, ORDER -----	74	40.0	168.50	161.50	151.50-191.00	-	-	-	4	5	-	7	20	8	7	3	12	4	1	-	-	-	3	-	-	-	-	-	-	-			
CLERKS, PAYROLL -----	68	40.0	202.00	196.50	169.00-249.00	-	-	-	-	-	4	6	4	5	6	5	5	3	6	2	4	1	6	11	-	-	-	-	-	-			
TYPEWRITING OPERATORS, CLASS A -----	352	39.5	192.50	180.50	162.00-232.50	-	-	1	1	3	9	26	36	46	45	19	22	3	34	13	60	25	4	5	-	-	-	-	-	-			
MANUFACTURING -----	209	40.0	207.50	215.00	172.00-235.50	-	-	-	-	-	-	9	15	18	12	3	20	3	34	13	60	22	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	143	39.0	170.50	167.00	153.00-179.00	-	-	1	1	3	9	17	21	28	33	16	2	-	-	-	-	3	4	5	-	-	-	-	-	-			
TYPEWRITING OPERATORS, CLASS B -----	201	40.0	167.50	161.50	136.00-202.50	-	1	3	10	25	22	9	27	12	16	9	11	37	5	2	12	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	83	40.0	162.00	157.50	145.00-176.00	-	-	-	-	3	14	7	24	7	15	1	6	1	3	2	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	118	40.0	171.00	188.00	125.00-202.50	-	1	3	10	22	8	2	3	5	1	8	5	36	2	-	12	-	-	-	-	-	-	-	-	-			
MESSENGERS -----	77	39.5	142.00	138.00	121.00-157.00	-	5	6	7	13	11	12	4	7	3	2	-	2	5	-	-	-	-	-	-	-	-	-	-	-			
SECRETARIES -----	1,933	40.0	209.00	211.50	172.00-237.00	-	-	-	-	3	23	70	77	152	170	125	174	110	241	155	176	192	156	44	55	10	3	-	-	-			
MANUFACTURING -----	1,480	40.0	215.50	217.50	192.50-243.00	-	-	-	-	-	15	29	34	81	99	84	124	98	199	149	159	179	146	32	49	3	-	-	-	-			
NONMANUFACTURING -----	453	39.5	187.50	179.00	161.00-208.00	-	-	-	-	3	8	41	43	71	71	41	50	12	42	6	17	13	10	12	6	7	-	-	-	-			
RETAIL TRADE -----	98	40.0	209.50	210.00	170.00-251.00	-	-	-	-	-	-	6	10	9	11	3	2	-	27	-	-	4	8	6	5	7	-	-	-	-			
SECRETARIES, CLASS A -----	93	40.0	239.50	242.00	235.00-253.00	-	-	-	-	-	-	-	-	-	2	2	5	4	2	5	19	28	7	10	8	1	-	-	-	-			
MANUFACTURING -----	86	40.0	239.00	242.00	235.00-249.50	-	-	-	-	-	-	-	-	-	2	2	4	4	1	5	19	27	7	6	8	1	-	-	-	-			
SECRETARIES, CLASS B -----	365	40.0	227.50	230.00	210.00-243.00	-	-	-	-	-	-	1	1	3	16	18	21	28	38	56	81	28	11	22	39	2	-	-	-	-			
MANUFACTURING -----	313	40.0	229.50	230.00	213.00-246.00	-	-	-	-	-	-	1	1	2	13	12	16	24	28	53	69	22	11	20	39	2	-	-	-	-			
NONMANUFACTURING -----	52	39.5	215.50	214.50	190.50-231.50	-	-	-	-	-	-	-	-	1	3	6	5	4	10	3	12	6	-	2	-	-	-	-	-	-			
SECRETARIES, CLASS C -----	949	40.0	214.00	214.00	191.50-246.00	-	-	-	-	1	5	13	11	54	73	68	91	70	178	73	39	131	133	6	3	-	-	-	-	-			
MANUFACTURING -----	804	40.0	218.50	217.50	198.50-249.00	-	-	-	-	3	7	3	28	49	53	69	62	159	71	36	128	128	6	2	-	-	-	-	-	-			
NONMANUFACTURING -----	145	39.5	187.00	182.00	165.50-207.00	-	-	-	-	1	2	6	8	26	24	15	22	8	19	2	3	3	5	-	1	-	-	-	-	-			
SECRETARIES, CLASS D -----	432	40.0	180.00	175.00	158.50-195.00	-	-	-	-	2	18	40	54	76	64	31	56	8	23	21	37	2	-	-	-	-	-	-	-	-			
MANUFACTURING -----	277	40.0	184.00	176.50	161.00-206.00	-	-	-	-	-	12	21	30	51	35	17	35	8	11	20	35	2	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	155	39.5	172.00	172.00	153.50-187.50	-	-	-	-	2	6	19	24	25	29	14	21	-	12	1	2	-	-	-	-	-	-	-	-	-			
TELENOGRAPHERS, GENERAL -----	153	40.0	166.50	154.00	140.00-191.00	-	-	1	1	7	29	22	23	9	8	9	10	12	6	16	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	120	40.0	162.50	151.50	139.00-188.00	-	-	-	6	25	20	22	9	4	6	5	10	6	7	-	-	-	-	-	-	-	-	-	-	-			
TELENOGRAPHERS, SENIOR -----	344	40.0	181.50	179.50	156.50-211.00	-	-	-	3	15	22	18	35	41	41	19	45	6	72	11	-	6	10	-	-	-	-	-	-	-			
MANUFACTURING -----	260	40.0	192.50	190.00	170.00-215.00	-	-	-	-	-	4	6	22	30	31	18	44	6	72	11	-	6	10	-	-	-	-	-	-	-			
TYPEWRITING BOARD OPERATORS -----	114	40.0	174.00	172.50	144.50-210.00	-	-	1	2	12	9	9	12	10	15	8	2	5	4	23	2	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	66	40.0	189.50	186.00	164.00-222.00	-	-	-	-	-	5	3	6	6	11	6	1	3	2	23	-	-	-	-	-	-	-	-	-	-			
TYPEWRITERS, CLASS B -----	251	39.5	139.00	130.00	121.00-155.00	-	1	7	38	69	37	23	10	17	14	5	14	5	2	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	148	40.0	152.00	145.00	128.50-171.00	-	-	-	10	31	23	19	10	16	13	5	14	5	2	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	103	39.0	120.00	121.00	113.50-127.50	-	1	7	28	38	14	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 210	\$ 230	\$ 250	\$ 270	\$ 290	\$ 310	\$ 330	\$ 350	\$ 370	\$ 390	\$ 410	\$ 430	\$ 450	\$ 470				
						Under \$ 140	and under 150	- 160	- 170	- 180	- 190	- 210	- 230	- 250	- 270	- 290	- 310	- 330	- 350	- 370	- 390	- 410	- 430	- 450	- 470	and over			
ALL WORKERS																													
COMPUTER OPERATORS, CLASS A -----	175	39.5	\$ 228.00	\$ 221.00	\$ 200.00-257.00	-	-	-	4	6	13	28	49	21	34	16	1	3	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	119	40.0	236.00	230.00	213.00-267.00	-	-	-	-	4	5	11	37	15	31	14	1	1	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	56	38.5	211.00	200.00	191.50-225.50	-	-	-	4	2	8	17	12	6	3	2	-	2	-	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS B -----	275	40.0	217.00	212.50	195.50-242.00	-	5	12	5	13	25	28	86	67	22	2	2	8	-	-	-	-	-	-	-	-			
MANUFACTURING -----	138	40.0	215.00	229.50	180.00-249.50	-	5	12	4	9	12	10	17	53	16	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	137	39.5	219.50	212.50	206.00-218.50	-	-	-	1	4	13	18	69	14	6	2	2	8	-	-	-	-	-	-	-	-			
COMPUTER OPERATORS, CLASS C -----	56	40.0	172.00	167.00	160.00-175.00	1	10	14	3	14	4	4	4	2	-	-	-	-	-	-	-	-	-	-	-	-			
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	191	39.5	338.50	335.00	306.00-375.50	-	-	-	-	-	-	-	6	6	5	11	25	34	29	21	18	23	9	3	1	-			
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	168	39.5	288.50	293.50	272.00-310.00	-	-	-	-	-	1	4	2	17	16	33	53	32	9	1	-	-	-	-	-	-			
NONMANUFACTURING -----	72	38.5	288.50	299.00	272.50-311.00	-	-	-	-	-	1	4	2	3	6	13	22	16	4	1	-	-	-	-	-	-			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	164	39.5	371.00	368.00	337.00-389.50	1	-	-	-	-	-	-	-	-	-	4	9	42	36	31	15	10	5	6	5				
MANUFACTURING -----	104	40.0	374.00	373.00	340.00-408.00	1	-	-	-	-	-	-	-	-	-	4	6	19	19	21	9	9	5	6	5				
NONMANUFACTURING -----	60	38.5	358.00	364.00	334.00-376.50	-	-	-	-	-	-	-	-	-	-	-	3	23	17	10	6	1	-	-	-				
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	157	40.0	332.00	331.00	310.00-355.00	-	-	-	-	-	-	-	-	-	7	16	16	36	32	22	14	12	1	1	-	-			
MANUFACTURING -----	134	40.0	335.00	335.00	311.00-360.00	-	-	-	-	-	-	-	-	-	6	11	11	30	30	19	13	12	1	1	-	-			
DRAFTERS, CLASS A -----	261	40.0	246.00	243.00	220.00-268.00	-	-	-	-	1	-	40	47	60	50	36	22	3	2	-	-	-	-	-	-	-			
MANUFACTURING -----	223	40.0	240.00	240.00	220.50-260.00	-	-	-	-	1	-	38	44	59	50	20	8	3	-	-	-	-	-	-	-	-			
DRAFTERS, CLASS B -----	288	40.0	213.00	204.00	180.00-230.00	-	-	2	23	47	22	65	41	36	13	24	15	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	186	40.0	194.50	191.00	175.50-207.50	-	-	2	23	46	22	50	21	20	-	2	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	102	40.0	247.00	240.00	214.00-273.50	-	-	-	-	1	-	15	20	16	13	24	13	-	-	-	-	-	-	-	-	-			
DRAFTERS, CLASS C -----	175	40.0	164.00	158.50	144.00-174.00	9	57	22	20	25	24	6	3	3	6	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	143	40.0	161.50	152.00	143.00-174.00	9	57	18	12	19	16	2	2	2	6	-	-	-	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS -----	1,804	40.0	233.00	230.00	191.50-286.00	18	36	94	70	114	58	299	206	140	246	228	269	8	12	6	-	-	-	-	-	-			
MANUFACTURING -----	1,398	40.0	217.50	210.00	180.00-261.00	18	36	94	70	114	55	291	193	132	149	224	11	2	3	6	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS A -----	687	40.0	269.00	286.00	234.00-295.00	-	-	-	-	-	2	59	59	91	77	222	154	8	9	6	-	-	-	-	-	-			
MANUFACTURING -----	488	40.0	254.50	268.00	230.00-286.00	-	-	-	-	-	2	54	46	84	68	218	8	2	-	6	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS B -----	777	40.0	220.00	209.00	190.50-261.00	-	-	-	38	82	47	229	132	42	83	6	115	-	3	-	-	-	-	-	-	-			
MANUFACTURING -----	657	40.0	208.00	204.50	190.00-220.00	-	-	-	38	82	44	226	132	42	81	6	3	-	3	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS C -----	254	40.0	164.50	158.00	150.00-170.00	18	36	94	32	32	9	11	15	7	-	-	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	253	40.0	164.00	158.00	150.00-170.00	18	36	94	32	32	9	11	15	6	-	-	-	-	-	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Anaheim—
Santa Ana—Garden Grove, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						130	140	150	160	170	180	190	210	230	250	270	290	310	330	350	370	390	410	430	450	470			
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						140	150	160	170	180	190	210	230	250	270	290	310	330	350	370	390	410	430	450	470	over			
ALL WORKERS																													
COMPUTER OPERATORS, CLASS A -----	111	40.0	\$ 243.00	\$ 247.00	\$ 219.00-267.00	-	-	-	-	3	5	12	16	21	34	16	1	3	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	92	40.0	243.00	250.00	218.00-267.00	-	-	-	-	2	5	11	12	15	31	14	1	1	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	214	40.0	220.00	212.50	208.50-247.50	-	1	8	5	6	10	25	71	62	22	2	2	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	116	40.0	223.00	234.00	196.50-249.50	-	1	8	4	6	4	10	14	53	16	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	98	39.5	216.50	212.50	212.50-213.00	-	-	-	1	-	6	15	57	9	6	2	2	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	126	39.5	294.00	297.00	281.00-304.00	-	-	-	-	-	-	-	2	8	10	27	49	20	9	1	-	-	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	109	40.0	381.00	376.50	354.00-407.50	1	-	-	-	-	-	-	-	-	-	-	4	6	13	21	27	11	10	5	6	5			
MANUFACTURING -----	86	40.0	385.50	378.00	354.50-415.00	1	-	-	-	-	-	-	-	-	-	-	4	3	10	13	21	9	9	5	6	5			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	144	40.0	334.00	335.00	306.50-357.50	-	-	-	-	-	-	-	-	-	7	13	16	26	32	22	14	12	1	1	-	-	-		
DRAFTERS, CLASS A -----	150	40.0	243.50	243.00	224.00-262.00	-	-	-	-	1	-	23	25	41	39	10	8	3	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	144	40.0	244.50	244.50	224.50-262.00	-	-	-	-	1	-	21	22	40	39	10	8	3	-	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS B -----	60	40.0	203.00	205.00	188.00-219.00	-	-	2	4	7	9	15	13	8	-	-	2	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	59	40.0	203.00	205.00	180.00-219.50	-	-	2	4	7	9	14	13	8	-	-	2	-	-	-	-	-	-	-	-	-	-		
DRAFTERS, CLASS C -----	56	40.0	172.00	154.50	146.00-175.00	3	13	15	4	8	1	2	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	54	40.0	171.50	154.00	146.50-177.00	3	13	15	4	6	1	2	2	2	6	-	-	-	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS -----	814	40.0	242.00	261.00	207.50-285.50	6	8	14	12	26	21	149	70	61	213	224	8	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	728	40.0	239.00	248.00	204.50-286.00	6	8	14	12	26	21	149	70	61	127	224	8	2	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS A-----	378	40.0	264.00	286.00	237.00-286.00	-	-	-	-	-	2	48	24	30	46	218	8	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	378	40.0	264.00	286.00	237.00-286.00	-	-	-	-	-	2	48	24	30	46	218	8	2	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS B-----	273	40.0	221.00	214.00	194.50-261.00	-	-	-	10	14	16	90	31	25	81	6	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	273	40.0	221.00	214.00	194.50-261.00	-	-	-	10	14	16	90	31	25	81	6	-	-	-	-	-	-	-	-	-	-	-		
ELECTRONICS TECHNICIANS, CLASS C-----	77	40.0	182.50	171.00	154.50-218.00	6	8	14	2	12	3	11	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	77	40.0	182.50	171.00	154.50-218.00	6	8	14	2	12	3	11	15	6	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Anaheim—
Santa Ana—Garden Grove, Calif., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			\$
CLERKS, ORDER -----	118	40.0	207.00	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	149	39.5	230.50
MESSENGERS -----	68	39.0	136.50					MANUFACTURING -----	97	40.0	240.50
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS A -----	235	40.0	223.00	NONMANUFACTURING -----	52	38.5	212.00
CLERKS, ACCOUNTING, CLASS A -----	1,142	40.0	171.50	MANUFACTURING -----	148	40.0	227.50				
MANUFACTURING -----	566	39.5	169.50	NONMANUFACTURING -----	87	39.5	214.50	COMPUTER OPERATORS, CLASS B: -----	112	40.0	218.00
NONMANUFACTURING -----	576	40.0	173.50	SECRETARIES, CLASS B -----	746	40.0	207.50	MANUFACTURING -----			
PUBLIC UTILITIES -----	29	40.0	177.50	MANUFACTURING -----	508	40.0	215.00	COMPUTER PROGRAMMERS, -----			
RETAIL TRADE -----	324	40.0	177.00	NONMANUFACTURING -----	238	39.5	192.00	BUSINESS, CLASS A -----	172	39.5	341.00
CLERKS, ACCOUNTING, CLASS B -----	897	40.0	143.50	SECRETARIES, CLASS C -----	1,446	40.0	200.00	COMPUTER PROGRAMMERS, -----			
MANUFACTURING -----	313	40.0	147.00	MANUFACTURING -----	1,027	40.0	209.50	BUSINESS, CLASS B -----	142	39.5	289.50
NONMANUFACTURING -----	584	39.5	141.50	NONMANUFACTURING -----	419	39.5	177.00	MANUFACTURING -----	73	40.0	289.50
RETAIL TRADE -----	278	40.0	145.50	RETAIL TRADE -----	56	40.0	185.50	NONMANUFACTURING -----	69	38.5	289.50
CLERKS, FILE, CLASS A -----	57	38.5	132.00	SECRETARIES, CLASS D -----	949	39.5	170.50	COMPUTER SYSTEMS ANALYSTS, -----			
CLERKS, FILE, CLASS B -----	171	39.0	134.50	MANUFACTURING -----	458	40.0	176.50	BUSINESS, CLASS A -----	154	39.5	371.50
NONMANUFACTURING -----	148	39.0	135.50	NONMANUFACTURING -----	491	39.0	165.00	MANUFACTURING -----	99	40.0	378.50
CLERKS, FILE, CLASS C -----	221	38.5	106.50	STENOGRAPHERS, GENERAL -----	210	39.5	155.00	NONMANUFACTURING -----	55	38.5	358.50
NONMANUFACTURING -----	202	38.5	105.00	MANUFACTURING -----	129	40.0	163.00	COMPUTER SYSTEMS ANALYSTS, -----			
CLERKS, ORDER -----	283	40.0	155.50	NONMANUFACTURING -----	81	39.0	142.00	BUSINESS, CLASS B -----	142	40.0	333.50
MANUFACTURING -----	198	40.0	152.50	STENOGRAPHERS, SENIOR -----	518	40.0	142.00	MANUFACTURING -----	122	40.0	336.00
NONMANUFACTURING -----	85	40.0	161.50	MANUFACTURING -----	337	40.0	168.50	DRAFTERS, CLASS A -----	246	40.0	246.50
CLERKS, RAYROLL -----	226	40.0	169.50	NONMANUFACTURING -----	161	39.5	170.00	MANUFACTURING -----	210	40.0	240.00
MANUFACTURING -----	143	40.0	164.00	SWITCHBOARD OPERATORS -----	245	39.5	156.50	DRAFTERS, CLASS B -----	271	40.0	214.50
NONMANUFACTURING -----	83	40.0	179.00	MANUFACTURING -----	102	40.0	176.00	MANUFACTURING -----	170	40.0	195.50
KEYPUNCH OPERATORS, CLASS A -----	588	39.5	181.50	NONMANUFACTURING -----	143	39.5	141.50	NONMANUFACTURING -----	101	40.0	247.50
MANUFACTURING -----	279	40.0	195.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	408	40.0	138.50	DRAFTERS, CLASS C -----	149	40.0	165.50
NONMANUFACTURING -----	309	39.5	169.50	MANUFACTURING -----	207	40.0	139.50	MANUFACTURING -----	117	40.0	163.00
RETAIL TRADE -----	63	40.0	180.00	NONMANUFACTURING -----	201	39.5	137.50				
KEYPUNCH OPERATORS, CLASS B -----	329	39.5	148.00	TRANSCRIBING-MACHINE OPERATORS, -----				ELECTRONICS TECHNICIANS -----	1,703	40.0	235.50
MANUFACTURING -----	140	40.0	152.50	GENERAL -----	104	38.0	121.00	MANUFACTURING -----	1,301	40.0	219.50
MESSENGERS -----	70	39.5	125.00	NONMANUFACTURING -----	97	38.0	117.50	ELECTRONICS TECHNICIANS, CLASS A -----	661	40.0	271.00
SECRETARIES -----	3,636	39.5	193.00	TYPISTS, CLASS A -----	174	38.5	137.50	MANUFACTURING -----	462	40.0	260.50
MANUFACTURING -----	2,141	40.0	205.00	MANUFACTURING -----	50	40.0	143.50	ELECTRONICS TECHNICIANS, CLASS B -----	738	40.0	222.00
NONMANUFACTURING -----	1,495	39.0	176.00	NONMANUFACTURING -----	124	38.0	135.00	MANUFACTURING -----	619	40.0	209.00
PUBLIC UTILITIES -----	37	40.0	203.00	TYPISTS, CLASS B -----	565	39.0	123.00	ELECTRONICS TECHNICIANS, CLASS C -----	221	40.0	164.50
RETAIL TRADE -----	174	40.0	202.50	MANUFACTURING -----	196	40.0	146.00	MANUFACTURING -----	220	40.0	164.00
				NONMANUFACTURING -----	369	38.5	110.50				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A -----	285	40.0	\$ 207.00	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	102	40.0	\$ 246.00
MANUFACTURING -----	147	40.0	198.50	SECRETARIES, CLASS B -----	364	40.0	227.50	MANUFACTURING -----	86	40.0	244.50
NONMANUFACTURING -----	138	40.0	216.50	MANUFACTURING -----	313	40.0	229.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	103	39.5	295.00
RETAIL TRADE -----	100	40.0	227.50	NONMANUFACTURING -----	51	39.5	215.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	103	40.0	382.00
CLERKS, ACCOUNTING, CLASS B -----	366	40.0	158.00	SECRETARIES, CLASS C -----	945	40.0	214.00	MANUFACTURING -----	81	40.0	386.50
MANUFACTURING -----	172	40.0	158.00	MANUFACTURING -----	804	40.0	218.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	129	40.0	336.00
NONMANUFACTURING -----	128	40.0	167.00	NONMANUFACTURING -----	141	39.5	185.50	MANUFACTURING -----	142	40.0	244.00
CLERKS, FILE, CLASS C -----	103	39.0	115.50	SECRETARIES, CLASS D -----	432	40.0	180.00	MANUFACTURING -----	138	40.0	245.00
NONMANUFACTURING -----	90	39.0	113.50	MANUFACTURING -----	277	40.0	184.00	MANUFACTURING -----	51	40.0	204.00
CLERKS, ORDER -----	74	40.0	168.50	NONMANUFACTURING -----	155	39.5	172.00	MANUFACTURING -----	51	40.0	204.00
CLERKS, RAYROLL -----	65	40.0	200.00	STENOGRAPHERS, GENERAL -----	143	40.0	165.00	ELECTRONICS TECHNICIANS -----	788	40.0	243.50
KEYPUNCH OPERATORS, CLASS A -----	351	39.5	192.50	MANUFACTURING -----	120	40.0	162.50	MANUFACTURING -----	705	40.0	240.50
MANUFACTURING -----	208	40.0	207.50	STENOGRAPHERS, SENIOR -----	344	40.0	181.50	ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	376	40.0	264.00
NONMANUFACTURING -----	143	39.0	170.50	MANUFACTURING -----	260	40.0	192.50	MANUFACTURING -----	376	40.0	264.00
KEYPUNCH OPERATORS, CLASS B: MANUFACTURING -----	83	40.0	162.00	SWITCHBOARD OPERATORS -----	109	40.0	174.00	ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	263	40.0	222.00
SECRETARIES -----	1,928	40.0	209.00	MANUFACTURING -----	66	40.0	189.50	MANUFACTURING -----	263	40.0	222.00
MANUFACTURING -----	1,480	40.0	215.50	TYPISTS, CLASS B -----	234	39.5	140.50	ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	66	40.0	182.50
NONMANUFACTURING -----	448	39.5	187.00	MANUFACTURING -----	148	40.0	152.00	MANUFACTURING -----	66	40.0	182.50
RETAIL TRADE -----	98	40.0	209.50	NONMANUFACTURING -----	86	39.0	120.50				
SECRETARIES, CLASS A -----	93	40.0	239.50								
MANUFACTURING -----	86	40.0	239.00								

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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					Under \$4.20	\$4.20-4.30	\$4.30-4.40	\$4.40-4.50	\$4.50-4.60	\$4.60-4.70	\$4.70-4.80	\$4.80-4.90	\$4.90-5.00	\$5.00-5.10	\$5.10-5.20	\$5.20-5.40	\$5.40-5.60	\$5.60-5.80	\$5.80-6.00	\$6.00-6.20	\$6.20-6.40	\$6.40-6.60	\$6.60-6.80	\$6.80-7.00	\$7.00-7.20	\$7.20-7.40	\$7.40-7.60	\$7.60-7.80	\$7.80-8.00	\$8.00-8.20	\$8.20-8.40	\$8.40-8.60	\$8.60-8.80	\$8.80-9.00	\$9.00-9.20	\$9.20-9.40	\$9.40-9.60	\$9.60-9.80	\$9.80-10.00	over																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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* Workers were distributed as follows: 28 at \$7.40 to \$7.60; 21 at \$7.60 to \$7.80; 3 at \$9.20 to \$9.40; 6 at \$9.40 to \$9.60; and 3 at \$9.60 to \$9.80.
 ** Workers were distributed as follows: 15 at \$7.40 to \$7.60; and 13 at \$7.80 to \$8.
 *** Workers were distributed as follows: 4 at \$2.20 to \$2.30; 1 at \$2.70 to \$2.80; 4 at \$3 to \$3.10; 3 at \$3.20 to \$3.30; 2 at \$3.30 to \$3.40; 3 at \$3.70 to \$3.80; 2 at \$3.80 to \$3.90; and 2 at \$3.90 to \$4.
 † Workers were distributed as follows: 4 at \$7.60 to \$7.80; and 21 at \$8.60 to \$8.80.
 †† Workers were distributed as follows: 10 at \$7.40 to \$7.60; 14 at \$7.60 to \$7.80; 26 at \$7.80 to \$8; and 3 at \$8 to \$8.20.
 ‡ Workers were distributed as follows: 2 at \$3.40 to \$3.50; and 53 at \$3.70 to \$3.80.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments
in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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* Workers were distributed as follows: 28 at \$7.40 to \$7.60; and 21 at \$7.60 to \$7.80.

** Workers were at \$7.40 to \$7.60.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

[illegible]

* Workers were distributed as follows: 868 at \$7 to \$7.40; 143 at \$7.40 to \$7.80; and 204 at \$7.80 to \$8.20.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Anaheim—Santa Ana—Garden Grove, Calif., October 1975—Continued

[illegible]

* Workers were distributed as follows: 703 at \$7 to \$7.40; and 6 at \$7.40 to \$7.80.

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
		\$			\$
CARPENTERS, MAINTENANCE -----	102	6.33	PACKERS, SHIPPING -----	174	3.05
MANUFACTURING -----	69	6.41	MANUFACTURING -----	169	2.99
ELECTRICIANS, MAINTENANCE -----	215	6.77	RECEIVING CLERKS -----	175	4.89
MANUFACTURING -----	159	6.81	MANUFACTURING -----	111	4.35
NONMANUFACTURING -----	56	6.63	NONMANUFACTURING -----	64	5.82
ENGINEERS, STATIONARY -----	67	6.58	SHIPPING CLERKS -----	80	4.61
HELPERS, MAINTENANCE TRADES -----	90	5.19	MANUFACTURING -----	66	4.37
MANUFACTURING -----	70	5.59	SHIPPING AND RECEIVING CLERKS -----	329	4.45
MACHINE-TOOL OPERATORS, TOOLROOM --	64	6.72	MANUFACTURING -----	202	4.18
MACHINISTS, MAINTENANCE -----	153	6.01	NONMANUFACTURING -----	127	4.88
MANUFACTURING -----	144	5.99	TRUCKDRIVERS -----	2,703	6.11
MECHANICS, AUTOMOTIVE -----			MANUFACTURING -----	953	6.25
(MAINTENANCE) -----	287	6.45	NONMANUFACTURING -----	1,750	6.04
MANUFACTURING -----	197	6.73	PUBLIC UTILITIES -----	575	5.27
NONMANUFACTURING -----	180	6.28	RETAIL TRADE -----	686	6.68
PUBLIC UTILITIES -----	85	5.85			
MECHANICS, MAINTENANCE -----	657	6.09	TRUCKDRIVERS, LIGHT (UNDER		
MANUFACTURING -----	635	6.08	1-1/2 TONS) -----	152	4.45
PAINTERS, MAINTENANCE -----	128	4.84	MANUFACTURING -----	66	4.27
NONMANUFACTURING -----	100	4.49	TRUCKDRIVERS, MEDIUM (1-1/2 TO		
TOOL AND DIE MAKERS -----	312	6.42	AND INCLUDING 4 TONS) -----	698	6.03
MANUFACTURING -----	312	6.42	MANUFACTURING -----	275	5.24
			NONMANUFACTURING -----	423	6.55
CUSTODIAL AND MATERIAL MOVEMENT			TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
OCCUPATIONS - MEN			TRAILER TYPE) -----	1,090	6.80
GUARDS AND WATCHMEN -----	1,520	2.87	MANUFACTURING -----	283	6.95
MANUFACTURING -----	191	5.15	NONMANUFACTURING -----	807	6.75
NONMANUFACTURING -----	1,329	2.54	RETAIL TRADE -----	588	6.95
GUARDS: -----			TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
MANUFACTURING -----	191	5.15	OTHER THAN TRAILER TYPE) -----	677	5.58
JANITORS, PORTERS, AND CLEANERS ---	2,581	3.03	TRUCKERS, POWER (FORKLIFT) -----	736	5.32
MANUFACTURING -----	597	3.96	MANUFACTURING -----	406	4.74
NONMANUFACTURING -----	1,984	2.75	NONMANUFACTURING -----	330	6.05
RETAIL TRADE -----	414	3.69	RETAIL TRADE -----	207	6.24
LABORERS, MATERIAL HANDLING -----	370	4.42	WAREHOUSEMEN -----	970	4.97
NONMANUFACTURING -----	200	4.69	MANUFACTURING -----	452	4.40
ORDER FILLEPS -----	542	5.89	NONMANUFACTURING -----	518	5.47
MANUFACTURING -----	107	4.34	RETAIL TRADE -----	328	5.37
			CUSTODIAL AND MATERIAL MOVEMENT		
			OCCUPATIONS - WOMEN		
			PACKERS, SHIPPING -----	70	2.94
			MANUFACTURING -----	70	2.94

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	75	\$ 6.24	JANITORS, PORTERS, AND CLEANERS ---	681	\$ 3.85
MANUFACTURING -----	54	6.40	MANUFACTURING -----	260	4.17
ELECTRICIANS, MAINTENANCE -----	153	6.85	NONMANUFACTURING -----	421	3.66
MANUFACTURING -----	111	6.86	RETAIL TRADE -----	384	3.63
MACHINE-TOOL OPERATORS, TOOLROOM --	54	6.76	LABORERS, MATERIAL HANDLING -----	57	3.69
MECHANICS, AUTOMOTIVE -----			RECEIVING CLERKS -----	60	5.43
(MAINTENANCE) -----	116	6.81	SHIPPING AND RECEIVING CLERKS ----	108	4.54
NONMANUFACTURING -----	85	6.99	TRUCKDRIVERS -----	761	7.00
MECHANICS, MAINTENANCE -----	213	6.13	MANUFACTURING -----	75	6.26
MANUFACTURING -----	208	6.12	NONMANUFACTURING -----	686	7.08
PAINTERS, MAINTENANCE -----	55	5.92	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	542	7.11
TOOL AND DIE MAKERS -----	125	6.58	TRUCKERS, POWER (FORKLIFT) -----	236	5.97
MANUFACTURING -----	125	6.58	MANUFACTURING -----	104	5.19
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			WAREHOUSEMEN -----	379	5.72
GUARDS AND WATCHMEN -----	205	5.05	MANUFACTURING -----	114	4.89
MANUFACTURING -----	155	5.49	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	50	3.65	JANITORS, PORTERS, AND CLEANERS ---	62	4.27
GUARDS: -----					
MANUFACTURING -----	155	5.49			

See footnotes at end of tables.

Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Anaheim—Santa Ana—Garden Grove, Calif., October 1974 to October 1975

Industry and occupational group	October 1974 to October 1975
All industries:	
Office clerical (men and women)	8.1
Electronic data processing (men and women)	6.2
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	8.7
Unskilled plant workers (men)	5.3
Manufacturing:	
Office clerical (men and women)	8.6
Electronic data processing (men and women)	*
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	8.7
Unskilled plant workers (men)	*
Nonmanufacturing:	
Office clerical (men and women)	7.5
Electronic data processing (men and women)	*
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	*
Unskilled plant workers (men)	3.7

* Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists						Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing			All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40	37½		All schedules	40	All schedules	40	37½
ESTABLISHMENTS STUDIED -----	214	79	xxx	135	xxx	xxx	213	79	xxx	134	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	61	26	25	35	24	7	64	24	23	40	29	8
\$80.00 AND UNDER \$82.50 -----	1	-	-	1	-	-	3	-	-	3	-	2
\$82.50 AND UNDER \$85.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$85.00 AND UNDER \$87.50 -----	1	-	-	1	-	1	1	-	-	1	-	1
\$87.50 AND UNDER \$90.00 -----	1	1	1	-	-	-	5	2	2	3	2	1
\$90.00 AND UNDER \$92.50 -----	7	2	2	5	3	2	9	3	3	6	5	1
\$92.50 AND UNDER \$95.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$95.00 AND UNDER \$97.50 -----	-	-	-	-	-	-	4	2	2	2	1	1
\$97.50 AND UNDER \$100.00 -----	6	1	1	5	3	1	2	-	-	2	2	-
\$100.00 AND UNDER \$105.00 -----	11	4	4	7	4	3	12	4	4	8	5	2
\$105.00 AND UNDER \$110.00 -----	8	5	5	3	3	-	4	3	3	1	1	-
\$110.00 AND UNDER \$115.00 -----	3	1	1	2	1	-	4	2	2	2	2	-
\$115.00 AND UNDER \$120.00 -----	2	2	2	-	-	-	2	1	1	1	-	-
\$120.00 AND UNDER \$125.00 -----	6	5	5	1	1	-	3	2	2	1	1	-
\$125.00 AND UNDER \$130.00 -----	2	-	-	2	1	-	-	-	-	-	-	-
\$130.00 AND UNDER \$135.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	-	4	3	2	1	1	-
\$140.00 AND UNDER \$145.00 -----	2	2	2	-	-	-	2	-	-	2	2	-
\$145.00 AND UNDER \$150.00 -----	5	-	-	5	5	-	4	-	-	4	4	-
\$150.00 AND UNDER \$155.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$155.00 AND UNDER \$160.00 -----	1	1	-	-	-	-	-	-	-	-	-	-
\$160.00 AND UNDER \$165.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$165.00 AND UNDER \$170.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$170.00 AND UNDER \$175.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$175.00 AND OVER -----	1	1	1	-	-	-	1	1	1	-	-	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	26	12	xxx	14	xxx	xxx	36	17	xxx	19	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	127	41	xxx	86	xxx	xxx	113	38	xxx	75	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	90.7	72.9	16.2	3.6
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	2.7	1.6	.9	.4
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	88.0	71.3	15.3	3.2
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	65.0	33.8	11.0	1.8
UNIFORM PERCENTAGE DIFFERENTIAL -----	11.2	2.4	1.5	-
OTHER DIFFERENTIAL -----	11.8	35.1	2.8	1.4
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	15.2	20.0	15.8	16.8
UNIFORM PERCENTAGE DIFFERENTIAL -----	6.5	8.1	7.2	-
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
5 CENTS -----	1.5	-	.3	-
10 CENTS -----	14.9	-	1.9	-
12 AND UNDER 13 CENTS -----	4.8	2.0	1.4	.3
13 CENTS -----	.4	-	-	-
14 CENTS -----	1.4	-	.4	-
15 CENTS -----	21.2	12.2	2.6	.7
17 CENTS -----	3.7	-	.8	-
18 CENTS -----	3.7	3.8	.8	.4
20 CENTS -----	6.9	4.2	1.3	.3
25 CENTS -----	5.7	6.7	1.1	(8)
26 CENTS -----	.9	-	.3	-
30 CENTS -----	-	4.9	-	(8)
UNIFORM PERCENTAGE:				
5 PERCENT -----	4.1	1.4	.2	-
6 PERCENT -----	4.6	-	.8	-
10 PERCENT -----	2.5	.5	.5	-
15 PERCENT -----	-	.5	-	-
OTHER DIFFERENTIAL:				
FULL DAY'S PAY FOR REDUCED HOURS -----	3.7	10.0	1.4	.5
FULL DAY'S PAY FOR REDUCED HOURS PLUS CENTS -----	5.9	23.7	1.2	.8
FULL DAY'S PAY FOR REDUCED HOURS PLUS PERCENT -----	-	1.4	-	.1

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
20 HOURS-5 DAYS -----	1	-	2	-	-	-	-	-	-	-
25 HOURS-5 DAYS -----	(9)	-	(9)	-	-	-	-	-	-	-
30 HOURS -----	1	-	3	-	3	-	-	-	-	-
5 DAYS -----	1	-	2	-	3	-	-	-	-	-
6 DAYS -----	(9)	-	1	-	1	-	-	-	-	-
32 HOURS-4 DAYS -----	-	-	-	-	-	(9)	(9)	-	-	-
35 HOURS-5 DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
36 1/4 HOURS-5 DAYS -----	1	2	-	-	-	-	-	-	-	-
37 1/2 HOURS-5 DAYS -----	1	-	2	-	2	12	-	20	-	2
38 3/4 HOURS-5 DAYS -----	-	-	-	-	-	5	1	7	-	-
38 2/10 HOURS-5 DAYS -----	-	-	-	-	-	1	-	2	-	-
40 HOURS -----	93	96	90	100	90	82	98	71	100	98
4 DAYS -----	1	1	-	-	-	-	-	-	-	-
5 DAYS -----	93	95	90	100	90	82	98	71	100	98
44 HOURS-5 1/2 DAYS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
46 HOURS-6 DAYS -----	1	-	3	-	4	-	-	-	-	-
47 1/2 HOURS-5 DAYS -----	(9)	-	(9)	-	-	-	-	-	-	-
50 HOURS-5 DAYS -----	(9)	1	-	-	-	-	-	-	-	-
55 HOURS-6 DAYS -----	1	1	-	-	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS										
ALL WEEKLY WORK SCHEDULES -----	39.9	40.2	39.5	40.0	39.8	39.6	40.0	39.4	40.0	39.9

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	10	1	19	-	19	(9)	-	(9)	-	1
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	90	99	81	100	81	99	100	99	100	99
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.7	9.5	7.7	9.5	7.1	9.4	10.2	8.9	9.7	7.5
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰										
1 HOLIDAY -----	1	-	2	-	4	-	-	-	-	-
2 HOLIDAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
3 HOLIDAYS -----	1	-	2	-	4	-	-	-	-	-
4 HOLIDAYS -----	2	-	5	-	6	-	-	-	-	-
5 HOLIDAYS -----	1	1	2	-	2	(9)	(9)	(9)	-	2
6 HOLIDAYS -----	9	8	10	8	9	6	2	8	3	29
7 HOLIDAYS -----	7	3	11	3	11	4	1	6	2	6
PLUS 1 HALF DAY -----	1	1	(9)	-	-	1	1	1	-	-
PLUS 2 HALF DAYS -----	1	1	-	-	-	-	-	-	-	-
PLUS 4 HALF DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
8 HOLIDAYS -----	13	16	10	1	13	13	10	15	(9)	45
PLUS 1 HALF DAY -----	1	2	(9)	(9)	-	10	1	15	8	-
PLUS 2 HALF DAYS -----	-	-	-	-	-	3	2	3	-	-
9 HOLIDAYS -----	15	7	25	7	33	15	13	16	5	17
PLUS 1 HALF DAY -----	-	-	-	-	-	5	-	8	-	4
PLUS 2 HALF DAYS -----	-	-	-	-	-	(9)	-	(9)	-	-
10 HOLIDAYS -----	24	36	10	75	-	24	32	18	76	-
PLUS 1 HALF DAY -----	1	1	-	-	-	1	1	-	-	-
PLUS 2 HALF DAYS -----	(9)	1	-	-	-	(9)	(9)	-	-	-
11 HOLIDAYS -----	5	8	1	5	-	6	13	1	4	-
12 HOLIDAYS -----	4	5	2	-	-	2	4	1	-	-
13 HOLIDAYS -----	3	6	-	-	-	10	17	5	-	-
15 HOLIDAYS -----	-	-	-	-	-	-	-	-	-	-
PLUS 1 HALF DAY -----	1	1	-	-	-	(9)	1	-	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹										
1 DAY OR MORE -----	90	99	81	100	81	99	100	99	100	99
3 DAYS OR MORE -----	89	99	79	100	78	99	100	99	100	99
4 DAYS OR MORE -----	88	99	76	100	74	99	100	99	100	99
5 DAYS OR MORE -----	86	99	71	100	68	99	100	99	100	99
6 DAYS OR MORE -----	85	98	70	100	65	99	99	99	100	96
7 DAYS OR MORE -----	76	90	59	92	57	94	98	91	97	68
7 1/2 DAYS OR MORE -----	69	86	49	89	46	89	96	84	94	62
8 DAYS OR MORE -----	68	85	48	89	46	88	95	84	94	62
8 1/2 DAYS OR MORE -----	54	68	38	87	33	75	85	69	94	17
9 DAYS OR MORE -----	53	66	38	87	33	66	84	54	85	17
9 1/2 DAYS OR MORE -----	38	58	14	80	-	48	69	34	81	-
10 DAYS OR MORE -----	38	58	14	80	-	43	69	26	81	-
10 1/2 DAYS OR MORE -----	14	23	3	5	-	19	37	8	4	-
11 DAYS OR MORE -----	13	21	3	5	-	19	35	8	4	-
12 DAYS OR MORE -----	8	12	2	-	-	12	22	6	-	-
13 DAYS OR MORE -----	4	7	-	-	-	10	18	5	-	-
15 1/2 DAYS -----	1	1	-	-	-	(9)	1	-	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Item ¹⁰	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
Percent of workers										
All full-time workers	100	100	100	100	100	100	100	100	100	100
New Year's Day	84	94	73	100	70	98	96	99	100	99
Washington's Birthday	28	24	33	83	25	48	23	65	83	16
North Atlantic Treaty Organization Day	1	2	-	-	-	4	10	-	-	-
Good Friday	21	37	3	-	3	14	27	5	5	1
Good Friday, half day	(⁹)	(⁹)	(⁹)	-	-	13	(⁹)	21	-	-
Easter Sunday	7	15	-	-	21	-	-	-	-	-
Memorial Day	87	98	74	100	71	99	99	99	100	99
Fourth of July	87	99	74	100	72	99	100	99	100	99
Labor Day	85	99	69	51	71	95	100	91	45	91
State Day	-	-	-	-	-	12	-	20	-	-
Columbus Day	3	-	6	58	-	8	-	14	66	-
Veterans Day	17	8	26	64	26	16	6	23	71	13
United Nations Day	1	2	-	-	-	4	10	-	-	-
Thanksgiving Day	86	98	73	100	70	99	98	99	100	99
Day after Thanksgiving	42	66	13	55	2	52	75	36	58	(⁹)
Christmas Eve	25	42	5	14	2	24	43	12	10	(⁹)
Christmas Eve, half day	3	6	(⁹)	(⁹)	-	7	6	7	8	-
Christmas Day	88	94	81	100	81	98	96	99	100	99
3 extra days during Christmas week	2	4	-	-	-	4	11	-	-	-
New Year's Eve	10	18	2	5	-	9	15	5	4	-
Floating holiday, 1 day ¹³	18	22	13	61	5	28	29	28	62	10
Floating holiday, 2 days ¹³	5	7	3	11	-	5	7	3	16	-
Floating holiday, 3 days ¹³	4	5	4	-	6	8	7	8	-	11
Floating holiday, 4 days ¹³	5	8	1	-	-	6	14	(⁹)	-	-
Employee's birthday	15	6	25	36	29	10	7	12	21	22
Employee's anniversary	2	-	4	5	5	2	-	3	4	11
Personal holiday, 1 day	1	-	3	-	4	3	7	-	-	-
Personal holiday, 2 days	-	-	-	-	-	4	-	6	-	22

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	2	-	5	-	1	(9)	-	(9)	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	98	100	95	100	99	99	100	99	100	100
LENGTH-OF-TIME PAYMENT -----	94	96	91	100	93	96	90	99	100	100
PERCENTAGE PAYMENT -----	3	4	1	-	1	4	10	-	-	-
OTHER PAYMENT -----	2	-	4	-	6	-	-	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴										
6 MONTHS OF SERVICE:										
UNDER 1 WEEK -----	1	2	-	-	-	3	-	5	-	-
1 WEEK -----	20	21	18	55	11	44	37	49	58	44
OVER 1 AND UNDER 2 WEEKS -----	(9)	(9)	-	-	-	4	6	2	-	-
2 WEEKS -----	2	4	-	-	-	5	11	2	-	2
1 YEAR OF SERVICE:										
1 WEEK -----	55	49	62	40	75	15	15	15	31	39
OVER 1 AND UNDER 2 WEEKS -----	1	3	(9)	(9)	-	1	-	1	8	-
2 WEEKS -----	39	44	33	59	24	80	78	82	61	61
OVER 2 AND UNDER 3 WEEKS -----	2	3	-	-	-	4	7	1	-	-
2 YEARS OF SERVICE:										
1 WEEK -----	8	10	5	11	4	(9)	(9)	1	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	1	1	-	-	-	-	-	-	-	-
2 WEEKS -----	87	85	90	89	95	95	92	97	92	99
OVER 2 AND UNDER 3 WEEKS -----	2	3	(9)	(9)	-	4	7	2	8	-
3 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	94	94	94	99	98	94	89	97	92	100
OVER 2 AND UNDER 3 WEEKS -----	2	3	(9)	1	-	4	7	2	8	-
3 WEEKS -----	1	2	-	-	-	2	4	-	-	-
4 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	93	93	94	99	98	94	89	97	92	100
OVER 2 AND UNDER 3 WEEKS -----	2	4	(9)	1	-	4	7	2	8	-
3 WEEKS -----	1	2	-	-	-	2	4	-	-	-
5 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	63	69	55	90	53	52	57	49	83	55
OVER 2 AND UNDER 3 WEEKS -----	3	5	(9)	1	-	2	5	-	-	-
3 WEEKS -----	32	26	38	9	45	45	38	50	8	45
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	(9)	-	1	-	1	8	-
10 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	12	10	14	4	15	5	3	7	2	22
3 WEEKS -----	77	81	73	90	78	87	86	87	85	76
OVER 3 AND UNDER 4 WEEKS -----	2	3	(9)	(9)	-	1	1	1	8	-
4 WEEKS -----	6	6	6	5	5	7	10	5	4	3

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED										
12 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	12	10	14	4	15	5	3	7	2	22
3 WEEKS -----	72	72	73	89	78	85	84	85	85	76
OVER 3 AND UNDER 4 WEEKS -----	3	5	(9)	1	-	3	2	3	8	-
4 WEEKS -----	10	13	6	5	5	7	10	5	4	3
15 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	11	8	14	4	15	5	2	7	2	22
3 WEEKS -----	53	63	40	78	35	49	55	44	74	29
OVER 3 AND UNDER 4 WEEKS -----	3	5	1	9	-	5	2	7	20	-
4 WEEKS -----	30	23	38	9	48	41	40	42	4	50
20 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	11	8	14	4	15	5	2	7	2	22
3 WEEKS -----	26	27	25	12	26	18	15	20	4	16
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	(9)	-	1	-	1	8	-
4 WEEKS -----	49	57	39	84	34	74	81	68	86	52
OVER 4 AND UNDER 5 WEEKS -----	2	3	-	-	-	1	1	-	-	-
5 WEEKS -----	9	4	15	-	23	3	(9)	4	-	10
25 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	11	8	14	4	15	5	2	7	2	22
3 WEEKS -----	26	27	25	12	26	15	15	15	4	16
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	(9)	-	1	-	1	8	-
4 WEEKS -----	38	48	26	21	27	57	64	52	15	41
OVER 4 AND UNDER 5 WEEKS -----	1	2	-	-	-	4	2	5	-	-
5 WEEKS -----	20	13	28	63	29	19	17	20	71	21
OVER 5 AND UNDER 6 WEEKS -----	1	1	-	-	-	-	-	-	-	-
30 YEARS OF SERVICE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	11	8	14	4	15	5	2	7	2	22
3 WEEKS -----	26	27	25	12	26	15	15	15	4	16
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	(9)	-	1	-	1	8	-
4 WEEKS -----	38	48	26	15	27	56	64	52	10	41
OVER 4 AND UNDER 5 WEEKS -----	1	2	-	-	-	1	1	-	-	-
5 WEEKS -----	19	11	29	69	29	22	17	25	76	21
OVER 5 AND UNDER 6 WEEKS -----	1	1	-	-	-	-	-	-	-	-
6 WEEKS -----	1	2	-	-	-	(9)	1	-	-	-
MAXIMUM VACATION AVAILABLE:										
1 WEEK -----	1	-	1	-	2	(9)	-	(9)	-	-
2 WEEKS -----	11	8	14	4	15	5	2	7	2	22
3 WEEKS -----	26	27	25	12	26	15	15	15	4	16
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	(9)	(9)	-	1	-	1	8	-
4 WEEKS -----	36	48	22	15	22	55	64	50	10	30
OVER 4 AND UNDER 5 WEEKS -----	1	2	-	-	-	1	1	-	-	-
5 WEEKS -----	21	11	32	69	35	20	17	22	76	32
OVER 5 AND UNDER 6 WEEKS -----	1	1	-	-	-	-	-	-	-	-
6 WEEKS -----	1	2	-	-	-	(9)	1	-	-	-
OVER 6 AND UNDER 7 WEEKS -----	-	-	-	-	-	3	-	5	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Anaheim—Santa Ana—Garden Grove, Calif., October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	98	100	95	100	100	99	99	99	100	99
LIFE INSURANCE -----	97	100	94	100	100	99	99	99	100	99
NONCONTRIBUTORY PLANS -----	83	86	79	90	81	79	79	78	88	70
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	81	87	75	90	77	88	96	82	94	54
NONCONTRIBUTORY PLANS -----	69	74	63	82	64	70	76	66	81	36
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	69	77	60	84	58	93	91	94	99	79
SICKNESS AND ACCIDENT INSURANCE -----	17	14	19	55	15	26	20	30	60	16
NONCONTRIBUTORY PLANS -----	11	10	13	55	9	16	17	15	59	5
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	51	61	40	84	30	82	77	85	99	57
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	14	12	15	-	22	9	13	6	-	11
LONG-TERM DISABILITY INSURANCE -----	21	19	23	25	23	42	44	56	35	24
NONCONTRIBUTORY PLANS -----	13	13	12	16	11	27	28	26	22	2
HOSPITALIZATION INSURANCE -----	97	100	94	100	99	99	99	99	100	99
NONCONTRIBUTORY PLANS -----	79	84	73	79	75	66	68	49	78	47
SURGICAL INSURANCE -----	97	100	94	100	99	99	99	99	100	99
NONCONTRIBUTORY PLANS -----	79	84	73	79	75	66	68	49	78	47
MEDICAL INSURANCE -----	95	95	94	100	99	98	97	99	100	99
NONCONTRIBUTORY PLANS -----	77	80	73	79	75	55	65	49	78	47
MAJOR MEDICAL INSURANCE -----	94	97	91	100	95	99	99	99	100	99
NONCONTRIBUTORY PLANS -----	76	82	70	79	71	47	68	49	78	47
DENTAL INSURANCE -----	48	54	42	43	45	55	70	45	40	41
NONCONTRIBUTORY PLANS -----	43	47	37	36	41	32	49	21	35	18
RETIREMENT PENSION -----	70	67	73	88	77	80	75	83	84	79
NONCONTRIBUTORY PLANS -----	59	58	61	88	60	64	54	70	84	55

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries* that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Anaheim—Santa Ana—
Garden Grove, Calif.,¹ October 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	1,101	215	240,931	100	130,268	41,257	122,717
MANUFACTURING -----	50	458	79	118,047	49	69,756	16,465	58,458
NONMANUFACTURING -----	-	643	136	122,884	51	60,512	24,792	64,259
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	32	14	13,015	5	6,600	3,240	10,740
WHOLESALE TRADE -----	50	76	16	8,874	4	(⁶)	(⁶)	2,250
RETAIL TRADE -----	50	271	38	60,953	25	38,988	5,060	30,881
FINANCE, INSURANCE, AND REAL ESTATE -----	50	104	27	19,358	8	(⁷)	(⁸)	10,566
SERVICES ⁸ -----	50	160	41	20,684	9	(⁶)	(⁶)	9,822
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	72	55	109,242	100	50,763	21,122	94,610
MANUFACTURING -----	500	33	23	53,230	49	23,401	9,015	46,423
NONMANUFACTURING -----	-	39	32	56,012	51	27,362	12,107	48,187
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	5	5	9,220	8	5,011	2,563	9,220
WHOLESALE TRADE -----	500	-	-	-	-	(⁶)	(⁶)	-
RETAIL TRADE -----	500	21	14	34,799	32	21,382	3,192	26,574
FINANCE, INSURANCE, AND REAL ESTATE -----	500	8	8	7,494	7	(⁷)	(⁶)	7,494
SERVICES ⁸ -----	500	5	5	4,499	4	(⁶)	(⁶)	4,499

¹ The Anaheim-Santa Ana-Garden Grove Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Orange County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

One-half of the workers within scope of the survey in the Anaheim-Santa Ana-Garden Grove area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Electrical equipment and supplies..... 32	Communication equipment..... 21
Machinery, except electrical... 11	Office and computing machines..... 7
Transportation equipment..... 9	Aircraft and parts..... 6
Fabricated metal products..... 7	Ordnance..... 5
Instruments and related products..... 6	
Food kindred products..... 5	
Ordnance and accessories..... 5	
Rubber and plastics products.... 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Anaheim-Santa Ana-Garden Grove, Calif., October 1975:

	Plant workers	Office workers
All industries.....	41	13
Manufacturing.....	41	15
Nonmanufacturing.....	42	13
Public utilities.....	92	68
Retail trade.....	39	14

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ^a	Area	Bulletin number and price ^a
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1950-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.05	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

^a Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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WAGE SURVEY

Miami, Florida, Metropolitan Area
October 1975

Bulletin 1850-76



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of an October 1975 survey of occupational earnings and supplementary wage benefits in the Miami, Florida, Standard Metropolitan Statistical Area (Dade County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Miami survey was conducted by the Bureau's regional office in Atlanta, Ga. under the general direction of Jerry G. Adams, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Miami area are available for the nursing homes (May 1973), auto dealer repair shops (June 1973), hotels and motels (June 1973), banking (September 1973), department stores (September 1973), construction (September 1973), fluid milk (October 1973), contract cleaning services (July 1974), and women's and misses' dresses (August 1974). Also available are listings of union wage rates for seven selected building trades. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-76
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Miami, Florida, Metropolitan Area, October 1975

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BLS Regional Offices listed on back cover. Price 95 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under 90	\$ 90 100	\$ 100 110	\$ 110 120	\$ 120 130	\$ 130 140	\$ 140 150	\$ 150 160	\$ 160 170	\$ 170 180	\$ 180 190	\$ 190 200	\$ 200 210	\$ 210 220	\$ 220 230	\$ 230 240	\$ 240 250	\$ 250 260	\$ 260 270	\$ 270 280	\$ 280 over							
ALL WORKERS																																	
TELETYPE OPERATORS, MACHINE (BILLING MACHINE) -----	79	40.0	\$ 160.00	\$ 145.00	\$ 128.00-190.00	-	-	-	-	21	9	14	7	-	-	3	20	-	-	1	-	-	-	-	-	4	-	-					
NONMANUFACTURING -----	51	40.0	178.00	188.50	145.00-194.50	-	-	-	-	-	2	14	7	-	-	3	20	-	-	1	-	-	-	-	-	4	-	-					
TELETYPE OPERATORS, MACHINE (BOOKKEEPING MACHINE) -----	51	40.0	154.00	175.00	115.50-175.00	-	-	-	14	3	-	-	3	-	31	-	-	-	-	-	-	-	-	-	-	-	-	-					
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	144	38.5	158.00	160.00	145.00-172.50	7	-	-	7	7	-	19	27	38	7	4	18	10	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	95	38.0	154.00	160.00	145.00-165.00	7	-	-	7	-	-	18	14	31	4	4	-	10	-	-	-	-	-	-	-	-	-	-					
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	146	40.0	143.00	140.00	126.00-150.00	-	-	1	24	14	15	41	16	15	6	7	7	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	121	40.0	141.50	141.50	120.00-150.00	-	-	1	24	13	12	27	16	15	6	-	7	-	-	-	-	-	-	-	-	-	-	-					
TELETYPE OPERATORS, ACCOUNTING, CLASS A -----	1,312	38.5	173.50	165.00	150.00-194.50	-	1	-	17	86	76	104	139	300	105	110	76	66	117	34	62	6	7	6	-	-	-	-					
MANUFACTURING -----	167	39.5	150.50	150.00	130.00-165.00	-	-	-	-	40	21	18	14	39	5	28	-	1	-	1	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	1,145	38.5	176.50	168.00	157.00-202.00	-	1	-	17	46	55	86	125	261	100	82	76	65	117	33	62	6	7	6	-	-	-	-					
PUBLIC UTILITIES -----	313	38.0	209.00	216.50	204.00-227.00	-	-	-	-	6	3	3	9	13	9	11	21	52	92	31	47	3	7	6	-	-	-	-					
RETAIL TRADE -----	220	39.5	165.50	164.00	149.00-176.00	-	-	-	-	1	13	42	28	51	35	15	16	2	16	1	-	-	-	-	-	-	-	-					
SERVICES -----	172	39.5	157.50	156.50	132.00-180.00	-	1	-	15	25	16	6	25	20	17	25	6	7	7	1	-	1	-	-	-	-	-	-					
TELETYPE OPERATORS, ACCOUNTING, CLASS B -----	1,700	39.0	145.50	140.00	120.00-165.00	2	45	99	157	326	212	225	116	118	88	73	88	65	58	28	-	-	-	-	-	-	-	-					
MANUFACTURING -----	301	39.5	130.00	130.00	118.50-140.00	-	21	29	32	67	58	47	18	18	11	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	1,399	39.0	149.00	142.00	120.00-172.00	2	24	70	125	259	154	178	98	100	77	73	88	65	58	28	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	378	38.5	184.50	190.50	171.50-201.50	-	-	-	-	13	2	16	27	23	38	63	88	50	58	-	-	-	-	-	-	-	-	-					
RETAIL TRADE -----	347	39.5	128.50	127.00	110.00-145.00	1	23	54	48	66	47	34	26	38	4	6	-	-	-	-	-	-	-	-	-	-	-	-					
SERVICES -----	103	40.0	137.00	136.00	121.00-148.00	1	1	4	15	10	26	23	8	11	2	2	-	-	-	-	-	-	-	-	-	-	-	-					
TELETYPE OPERATORS, FILE, CLASS A -----	52	38.5	134.00	133.00	118.00-140.00	-	1	7	5	6	20	3	2	-	7	-	-	-	-	1	-	-	-	7	-	-	-	-					
NONMANUFACTURING -----	52	38.5	134.00	133.00	118.00-140.00	-	1	7	5	6	20	3	2	-	7	-	-	-	-	1	-	-	-	7	-	-	-	-					
TELETYPE OPERATORS, FILE, CLASS B -----	185	39.0	122.50	125.00	105.00-139.00	-	15	50	20	31	28	22	16	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	178	39.0	122.50	123.00	104.50-139.00	-	15	47	20	27	28	22	16	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-					
TELETYPE OPERATORS, FILE, CLASS C -----	237	38.5	100.00	101.00	89.50-108.00	62	38	85	43	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	220	38.5	99.00	101.00	88.50-103.50	62	38	82	29	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
TELETYPE OPERATORS, ORDER -----	382	40.0	133.50	126.00	116.00-145.00	-	24	49	24	95	48	73	22	12	6	11	-	-	1	16	1	-	-	-	-	-	-	-					
NONMANUFACTURING -----	342	40.0	133.00	125.00	116.00-145.00	-	24	49	23	86	39	66	13	8	5	11	-	-	1	16	1	-	-	-	-	-	-	-					
TELETYPE OPERATORS, PAYROLL -----	353	39.5	147.00	145.00	125.00-160.00	-	24	15	29	35	33	61	60	16	25	20	11	10	3	7	-	-	-	-	4	-	-	-					
MANUFACTURING -----	100	39.5	145.50	145.00	129.50-151.00	-	-	1	12	14	7	28	16	4	13	1	4	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	253	39.5	148.00	146.00	120.00-164.50	-	24	14	17	21	26	33	44	12	12	19	7	10	3	7	-	-	-	-	4	-	-	-					
PUBLIC UTILITIES -----	45	39.5	190.50	180.50	170.00-212.00	-	-	-	-	-	-	4	6	-	5	16	1	-	3	6	-	-	-	-	4	-	-	-					
RETAIL TRADE -----	110	39.5	132.50	139.00	100.00-150.00	-	24	10	5	10	8	20	15	3	5	2	5	3	-	-	-	-	-	-	-	-	-	-					
PUNCH OPERATORS, CLASS A -----	440	39.5	155.00	149.00	136.00-171.00	-	-	3	22	24	87	92	61	34	28	27	11	47	-	2	-	-	-	-	2	-	-	-					
MANUFACTURING -----	52	40.0	146.50	137.50	130.00-155.00	-	-	-	1	7	19	2	12	-	7	4	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	388	39.5	156.00	149.00	136.00-172.00	-	-	3	21	17	68	90	49	34	21	23	11	47	-	2	-	-	-	-	2	-	-	-					
PUBLIC UTILITIES -----	120	39.5	179.50	180.50	156.50-201.50	-	-	-	-	2	-	17	14	16	10	15	10	32	-	2	-	-	-	-	2	-	-	-					
RETAIL TRADE -----	68	39.5	155.50	152.00	141.00-179.00	-	-	3	9	4	-	14	14	2	5	2	-	15	-	-	-	-	-	-	-	-	-	-					

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Miami, Fla., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean \bar{x}	Median \bar{y}	Middle range \bar{z}	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280							
						and under 90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	over 280							
ALL WORKERS-- CONTINUED			\$	\$	\$	\$																											
KEYPUNCH OPERATORS, CLASS B -----	792	39.5	140.50	136.00	120.50-152.00	-	4	18	133	146	136	121	78	28	61	12	23	32	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	119	39.5	139.50	132.50	120.00-145.50	-	-	-	25	23	33	12	3	1	7	1	7	7	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	673	39.5	141.00	136.00	120.50-153.00	-	4	18	108	123	103	109	75	27	54	11	16	25	-	-	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	131	39.0	169.00	174.50	147.50-190.50	-	-	-	3	17	5	13	9	7	25	11	16	25	-	-	-	-	-	-	-	-	-	-					
RETAIL TRADE -----	211	39.5	131.00	132.00	120.50-140.00	-	4	16	23	49	62	27	19	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
MESSENGERS -----	229	39.0	128.50	125.00	112.50-140.00	2	14	34	44	41	30	19	14	16	6	2	3	3	1	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	209	39.0	129.00	125.00	112.50-144.00	2	13	32	39	38	25	15	14	16	6	2	3	3	1	-	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	48	37.5	147.00	137.50	126.00-174.00	-	-	1	5	10	11	4	2	1	6	1	3	3	1	-	-	-	-	-	-	-	-	-					
SECRETARIES -----	2,744	39.0	177.00	170.00	151.50-200.00	-	3	11	33	114	151	265	325	467	279	287	113	189	145	171	57	27	35	15	38	19	-	-					
MANUFACTURING -----	345	39.5	171.50	166.00	154.00-184.00	-	-	-	6	22	37	46	75	53	40	16	12	4	24	4	1	3	-	2	-	-	-	-					
NONMANUFACTURING -----	2,399	39.0	177.00	170.00	151.00-200.00	-	3	11	33	108	129	228	279	392	226	247	97	177	141	147	53	26	32	15	36	19	-	-					
PUBLIC UTILITIES -----	645	38.5	202.00	205.00	185.00-223.00	-	-	-	3	2	19	24	57	40	93	32	96	108	83	41	15	14	11	4	3	-	-	-					
RETAIL TRADE -----	290	39.0	164.00	162.00	144.00-185.00	-	-	4	8	8	38	30	45	47	26	38	16	12	13	2	2	1	-	-	-	-	-	-					
SERVICES -----	264	38.5	162.50	161.00	140.00-178.50	-	3	4	5	35	13	23	38	36	43	16	12	22	3	3	2	1	1	1	-	3	-						
SECRETARIES, CLASS A -----	300	39.0	204.50	190.00	168.00-238.50	-	-	-	-	1	1	7	7	60	36	40	1	26	8	26	14	17	13	14	16	13	-	-					
MANUFACTURING -----	51	40.0	175.50	165.00	160.00-185.00	-	-	-	-	-	7	-	20	7	9	1	1	-	2	1	1	-	-	2	-	-	-	-					
NONMANUFACTURING -----	249	39.0	210.50	200.00	172.00-244.00	-	-	-	-	1	1	-	7	40	29	31	-	25	8	24	13	16	13	14	14	13	-	-					
PUBLIC UTILITIES -----	90	39.0	224.50	238.00	200.00-251.50	-	-	-	-	-	-	-	-	12	-	4	-	16	4	6	10	12	12	11	-	3	-	-					
SECRETARIES, CLASS B -----	874	38.5	188.50	185.00	161.00-217.00	-	-	-	8	2	9	78	64	152	91	71	58	71	95	114	20	2	19	1	18	-	-	-					
MANUFACTURING -----	61	40.0	198.50	200.00	178.00-225.00	-	-	-	-	-	1	1	7	8	4	9	7	2	21	-	-	-	1	-	-	-	-	-					
NONMANUFACTURING -----	813	38.5	188.00	185.00	161.00-217.00	-	-	-	8	2	9	77	63	145	83	67	49	64	94	93	20	2	18	1	18	-	-	-					
PUBLIC UTILITIES -----	215	38.5	209.50	217.00	200.00-227.00	-	-	-	-	-	-	2	14	18	10	7	21	75	52	13	1	2	-	-	-	-	-	-					
RETAIL TRADE -----	80	39.5	180.50	185.00	159.00-200.00	-	-	-	-	-	8	5	8	7	6	15	10	6	11	1	2	1	-	-	-	-	-	-					
SECRETARIES, CLASS C -----	797	38.5	174.00	170.00	154.00-188.00	-	-	3	9	26	33	69	115	130	106	137	24	60	25	24	15	8	3	-	4	6	-	-					
MANUFACTURING -----	123	40.0	167.00	167.00	154.50-176.00	-	-	-	4	7	8	23	28	28	16	2	2	1	-	2	-	2	-	-	-	-	-	-					
NONMANUFACTURING -----	674	38.5	175.50	170.00	154.00-188.00	-	3	9	22	26	61	92	102	78	121	22	58	24	24	13	8	1	-	4	6	-	-	-					
PUBLIC UTILITIES -----	254	38.0	189.50	188.00	172.00-206.00	-	-	-	-	2	19	22	19	17	77	12	34	16	19	11	2	-	-	-	4	-	-	-					
RETAIL TRADE -----	74	38.5	158.50	158.50	150.00-166.50	-	-	-	1	3	8	19	18	11	3	2	1	-	-	-	-	-	-	-	-	-	-	-					
SERVICES -----	99	38.5	161.00	164.00	143.00-173.00	-	-	-	2	13	1	14	16	8	28	3	3	11	-	-	-	-	-	-	-	-	-	-					
SECRETARIES, CLASS D -----	773	39.5	155.50	152.50	137.00-169.00	-	3	8	16	85	108	111	139	125	46	39	30	32	16	7	8	-	-	-	-	-	-	-					
MANUFACTURING -----	110	39.5	160.00	156.00	145.50-170.00	-	-	-	-	2	15	21	22	20	10	11	4	2	1	1	1	-	-	-	-	-	-	-					
NONMANUFACTURING -----	663	39.0	155.00	151.00	135.50-168.00	-	3	8	16	83	93	90	117	105	36	28	26	30	15	6	7	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	86	39.0	197.50	203.50	190.50-211.00	-	-	-	-	3	-	-	-	12	5	2	13	25	13	6	7	-	-	-	-	-	-	-					
RETAIL TRADE -----	96	39.0	150.00	146.00	137.00-165.50	-	-	4	7	5	22	17	11	10	5	6	4	1	-	-	-	-	-	-	-	-	-	-					
SERVICES -----	105	38.5	146.50	150.00	129.00-161.50	-	3	4	2	22	10	7	20	20	10	4	2	-	1	-	-	-	-	-	-	-	-	-					
STENOGRAPHERS, GENERAL -----	399	39.0	156.50	150.00	138.00-178.00	-	-	-	57	14	53	63	39	30	46	23	52	17	-	4	1	-	-	-	-	-	-	-					
MANUFACTURING -----	61	40.0	165.50	175.00	150.00-175.00	-	-	-	-	-	-	1	19	7	27	7	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	338	38.5	155.00	149.50	138.00-180.50	-	-	-	57	14	53	62	20	23	19	16	52	17	-	4	1	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	115	39.0	181.00	189.50	172.50-194.50	-	-	-	-	-	18	3	4	18	15	50	2	-	4	1	-	-	-	-	-	-	-	-					
SERVICES -----	68	38.5	148.50	149.50	145.00-157.00	-	-	-	3	2	2	42	5	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
STENOGRAPHERS, SENIOR -----	345	39.0	175.50	173.00	151.50-197.00	-	-	-	10	3	10	23	54	57	45	33	36	37	4	13	14	6	-	-	-	-	-	-					
MANUFACTURING -----	56	38.0	165.00	160.00	160.00-173.00	-	-	-	-	-	-	2	8	20	18	4	3	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	289	39.5	177.50	176.50	151.50-201.50	-	-	-	10	3	10	21	45	37	27	29	33	37	4	13	14	6	-	-	-	-	-	-					
PUBLIC UTILITIES -----	70	39.5	197.50	202.50	191.00-207.00	-	-	-	-	-	-	-	7	1	4	3	15	24	3	13	-	-	-	-	-	-	-	-					

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Miami, Fla., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280 and over							
ALL WORKERS-- CONTINUEO																																	
SWITCHBOARD OPERATORS -----	504	39.5	\$ 113.50	\$ 103.50	\$ 95.50-130.00	77	94	146	44	16	55	16	12	10	12	1	11	6	2	-	-	-	-	-	-	2	-						
NONMANUFACTURING -----	494	39.0	113.00	103.50	95.50-127.00	77	94	146	44	15	49	16	11	9	12	1	11	6	1	-	-	-	-	-	-	2	-						
RETAIL TRADE -----	65	40.0	121.50	112.00	100.00-140.00	3	13	7	12	7	3	8	-	9	2	-	1	-	-	-	-	-	-	-	-	-	-						
SERVICES -----	267	39.5	97.50	98.00	80.00-103.50	74	66	104	20	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	473	40.0	127.50	127.00	114.00-138.00	-	13	67	81	101	97	41	55	11	3	1	1	-	-	-	-	-	-	-	-	2	-						
NONMANUFACTURING -----	128	40.0	125.00	123.50	110.00-135.00	-	-	25	26	27	21	17	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	345	40.0	128.00	128.00	114.00-139.00	-	13	42	55	74	76	24	43	11	3	1	1	-	-	-	-	-	-	-	-	2	-						
RETAIL TRADE -----	33	40.0	123.50	106.00	100.00-128.00	-	-	17	2	6	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-						
SERVICES -----	93	40.0	123.00	116.60	114.00-126.00	-	-	18	30	22	3	10	3	3	3	1	-	-	-	-	-	-	-	-	-	-	-						
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	60	40.0	131.00	131.50	119.50-138.00	-	-	-	17	9	21	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	72	40.0	170.50	175.00	155.50-185.00	-	-	-	-	8	4	5	3	1	18	26	5	2	-	-	-	-	-	-	-	-	-						
TYPISTS, CLASS A -----	56	40.0	178.00	185.00	175.00-190.00	-	-	-	-	1	3	1	3	1	15	25	5	2	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	440	38.5	159.00	161.00	140.00-182.00	14	-	12	7	38	38	45	55	48	51	39	92	1	-	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	398	39.0	163.00	163.50	147.00-183.50	-	-	12	5	29	32	42	52	48	46	39	92	1	-	-	-	-	-	-	-	-	-						
TYPISTS, CLASS B -----	213	38.5	177.50	182.00	160.50-190.50	-	-	-	-	4	4	13	17	18	33	37	86	1	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	761	39.0	124.00	117.50	112.00-134.00	2	29	90	309	118	73	54	43	13	6	19	3	1	-	1	-	-	-	-	-	-	-						
NONMANUFACTURING -----	106	40.0	138.00	146.00	116.50-153.00	-	-	11	16	15	4	22	22	12	2	-	1	-	1	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	655	38.5	121.50	115.00	112.00-126.50	2	29	79	293	103	69	32	21	1	4	19	3	-	-	-	-	-	-	-	-	-	-						
	69	38.5	157.00	150.00	140.00-180.50	-	-	-	-	6	7	20	9	1	4	19	3	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280 and over
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	over
ALL WORKERS																										
CLERKS, ACCOUNTING, CLASS A -----	411	38.5	\$ 195.50	\$ 206.50	\$ 167.50-217.00	-	1	-	8	7	18	24	19	29	29	17	23	58	81	33	47	4	7	6	-	-
NONMANUFACTURING -----	369	38.0	201.00	207.50	179.50-222.00	-	1	-	8	3	8	15	13	19	27	17	23	57	81	33	47	4	7	6	-	-
RETAIL TRADE -----	65	39.0	166.50	164.00	150.00-179.00	-	-	-	-	1	4	11	9	12	13	5	6	2	1	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS B -----	634	38.5	160.00	161.00	130.00-190.00	2	20	41	37	59	48	57	44	34	40	56	88	50	58	-	-	-	-	-	-	-
MANUFACTURING -----	84	40.0	131.50	131.00	123.00-140.00	-	3	-	9	28	21	11	8	2	2	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	550	38.5	164.50	171.50	138.00-191.50	2	17	41	28	31	27	46	36	32	38	56	88	50	58	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	327	38.0	188.50	190.50	179.00-201.50	-	-	-	-	1	2	13	12	23	32	48	88	50	58	-	-	-	-	-	-	-
RETAIL TRADE -----	153	38.5	125.50	123.00	104.00-142.00	1	16	37	22	20	16	15	9	7	4	6	-	-	-	-	-	-	-	-	-	-
CLERKS, ORDER -----	74	39.5	137.50	138.00	120.00-153.50	-	11	5	2	9	10	8	13	5	5	5	-	-	-	-	1	-	-	-	-	-
CLERKS, PAYROLL -----	118	39.0	150.50	145.00	125.00-176.00	-	3	6	9	19	11	19	10	6	14	5	7	-	3	6	-	-	-	-	-	-
NONMANUFACTURING -----	82	39.0	150.50	144.50	121.50-176.00	-	3	5	9	13	6	10	8	3	8	5	3	-	3	6	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS A -----	146	39.0	163.00	164.00	140.00-180.50	-	-	3	10	9	6	16	24	15	19	20	5	17	-	2	-	-	-	-	-	-
NONMANUFACTURING -----	123	39.0	165.00	169.00	149.00-181.50	-	-	3	9	9	1	14	12	15	16	20	5	17	-	2	-	-	-	-	-	-
PUBLIC UTILITIES -----	83	39.0	174.50	178.50	155.00-193.00	-	-	-	-	2	-	13	12	10	8	15	4	17	-	2	-	-	-	-	-	-
KEYPUNCH OPERATORS, CLASS B -----	253	39.0	151.50	147.00	128.00-175.00	-	4	9	23	30	40	24	31	14	25	12	16	25	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	226	39.0	154.00	150.00	137.00-175.50	-	4	9	16	23	32	22	30	13	25	11	16	25	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	96	38.5	183.00	182.00	170.50-203.50	-	-	-	-	-	2	1	9	7	25	11	16	25	-	-	-	-	-	-	-	-
RETAIL TRADE -----	120	39.0	132.00	136.00	120.00-146.00	-	4	9	16	21	27	20	19	4	-	-	-	-	-	-	-	-	-	-	-	-
MESSENGERS -----	105	38.5	130.50	126.00	116.00-138.00	2	6	6	23	23	21	7	4	1	6	2	3	-	1	-	-	-	-	-	-	-
NONMANUFACTURING -----	88	38.0	132.00	127.00	116.00-141.00	2	5	4	18	20	17	5	4	1	6	2	3	-	1	-	-	-	-	-	-	-
SECRETARIES -----	1,203	39.0	185.00	184.50	150.50-212.00	-	3	5	6	28	52	72	136	146	102	156	60	118	121	93	52	18	18	14	-	3
MANUFACTURING -----	206	40.0	167.50	164.00	150.00-179.50	-	-	-	-	6	12	27	38	40	32	19	8	12	2	4	1	3	-	-	-	-
NONMANUFACTURING -----	997	38.5	189.00	188.00	162.00-217.00	-	3	5	6	22	40	45	98	106	70	137	52	106	119	91	48	17	15	14	-	3
PUBLIC UTILITIES -----	525	38.0	207.00	210.50	188.00-227.00	-	-	-	-	-	2	4	24	21	23	87	24	75	101	83	41	15	14	11	-	-
RETAIL TRADE -----	209	38.5	165.00	162.00	145.50-182.00	-	-	4	1	8	28	24	32	30	23	22	10	9	13	2	2	1	-	-	-	-
SERVICES -----	99	39.0	172.50	169.00	142.50-197.00	-	3	1	5	10	6	1	13	13	5	9	9	10	3	3	2	1	1	1	-	3
SECRETARIES, CLASS A -----	99	39.0	226.00	238.00	200.00-251.50	-	-	-	-	-	1	-	-	7	4	11	1	8	5	7	11	14	13	14	-	3
NONMANUFACTURING -----	93	39.0	227.00	238.50	200.00-251.50	-	-	-	-	-	1	-	-	7	4	9	-	7	5	7	10	13	13	14	-	3
PUBLIC UTILITIES -----	61	38.5	239.50	244.00	229.00-251.50	-	-	-	-	-	-	-	-	-	-	2	-	4	4	6	10	12	12	11	-	-
SECRETARIES, CLASS B -----	306	39.0	206.50	215.50	192.00-223.00	-	-	-	1	-	2	3	10	9	20	21	25	44	88	59	19	2	3	-	-	-
NONMANUFACTURING -----	281	38.5	208.00	217.00	196.00-226.00	-	-	-	1	-	2	2	9	7	14	18	22	37	88	58	19	2	2	-	-	-
PUBLIC UTILITIES -----	184	38.0	215.50	217.00	212.50-227.00	-	-	-	-	-	-	2	2	6	8	6	17	75	52	13	1	2	-	-	-	-
RETAIL TRADE -----	52	39.5	190.00	192.00	175.00-212.00	-	-	-	-	-	1	2	5	4	6	6	7	6	11	1	2	1	-	-	-	-
SECRETARIES, CLASS C -----	472	38.5	176.50	175.00	158.50-188.00	-	-	-	3	12	16	23	70	79	61	106	15	37	12	20	14	2	2	-	-	-
MANUFACTURING -----	99	40.0	166.50	166.00	153.00-176.00	-	-	-	-	4	5	8	21	21	21	10	2	2	1	-	2	-	2	-	-	-
NONMANUFACTURING -----	373	38.5	179.00	180.00	160.00-189.50	-	-	-	3	8	11	15	49	58	40	96	13	35	11	20	12	2	-	-	-	-
PUBLIC UTILITIES -----	216	37.5	189.50	188.00	176.00-206.00	-	-	-	-	-	2	4	22	19	17	75	7	29	9	19	11	2	-	-	-	-
SECRETARIES, CLASS D -----	326	39.0	165.50	160.00	145.50-187.50	-	3	5	2	16	33	46	56	51	17	18	19	29	16	7	8	-	-	-	-	-
MANUFACTURING -----	76	40.0	159.50	155.50	145.50-165.50	-	-	-	-	2	7	18	16	17	5	4	2	2	1	1	1	-	-	-	-	-
NONMANUFACTURING -----	250	39.0	167.50	162.00	147.00-194.50	-	3	5	2	14	26	28	40	34	12	14	17	27	15	6	7	-	-	-	-	-
RETAIL TRADE -----	74	38.5	149.50	148.00	139.00-164.50	-	-	4	-	5	19	14	11	7	5	6	1	1	1	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Miami, Fla., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of--																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 280 over						
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	over							
ALL WORKERS-- CONTINUED																																	
TELETYPE OPERATORS, GENERAL -----	134	39.5	\$ 179.50	\$ 184.50	\$ 172.50-193.00	-	-	-	1	2	3	7	12	6	27	16	52	3	-	4	1	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	123	39.0	180.50	189.50	172.50-194.50	-	-	-	1	2	3	6	11	6	18	16	52	3	-	4	1	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	96	39.0	188.00	190.50	180.00-194.50	-	-	-	-	-	-	1	3	2	18	15	50	2	-	4	1	-	-	-	-	-	-	-	-	-	-		
TELETYPE OPERATORS, SENIOR -----	50	39.5	199.50	202.50	197.00-202.50	-	-	-	-	-	-	1	1	2	2	3	12	19	-	10	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	50	39.5	199.50	202.50	197.00-202.50	-	-	-	-	-	-	1	1	2	2	3	12	19	-	10	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	47	39.5	202.00	202.50	197.00-202.50	-	-	-	-	-	-	-	1	1	1	3	12	19	-	10	-	-	-	-	-	-	-	-	-	-	-		
TYPEWRITER OPERATORS -----	118	38.0	118.50	102.00	90.00-134.00	29	26	12	6	9	11	5	2	3	2	1	8	3	1	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	108	38.0	116.00	99.00	89.00-130.50	29	26	12	6	8	5	5	1	2	2	1	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
TYPEWRITERS, CLASS A -----	268	39.0	171.00	176.50	153.50-190.50	-	-	-	4	7	14	31	25	29	35	39	83	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	251	39.0	173.50	178.00	150.50-190.50	-	-	-	2	5	8	28	22	29	34	39	83	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	201	38.5	179.00	182.00	170.50-190.50	-	-	-	-	4	1	10	14	18	33	37	83	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
TYPEWRITERS, CLASS B -----	160	39.5	137.50	135.00	125.00-146.00	2	2	10	9	33	40	41	6	2	3	7	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	114	39.0	136.50	134.00	125.00-141.50	2	2	6	7	24	37	19	5	1	1	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Miami, Fla., October 1975

[illegible]

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 120 and under	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380							
ALL WORKERS																																	
COMPUTER OPERATORS, CLASS A ----- NONMANUFACTURING -----	61 53	39.5 39.0	\$ 220.00 221.00	\$ 220.50 220.50	\$ 213.50-234.00 213.50-234.00	-	-	-	-	-	2	2	5	5	13	12	18	2	-	2	-	-	-	-	-	-							
COMPUTER OPERATORS, CLASS B ----- NONMANUFACTURING -----	106 90	39.0 39.0	204.00 206.00	203.00 203.00	172.00-225.00 180.00-228.50	-	2	2	4	14	8	8	8	15	14	8	7	3	8	1	4	-	-	-	-	-							
COMPUTER OPERATORS, CLASS C ----- NONMANUFACTURING -----	70 66	38.5 38.5	176.50 178.50	191.50 194.50	152.00-198.50 153.50-198.50	7	2	3	10	5	5	1	27	10	-	-	-	-	-	-	-	-	-	-	-	-							
COMPUTER PROGRAMMERS, BUSINESS, CLASS A ----- NONMANUFACTURING -----	107 97	38.5 38.5	325.50 331.50	330.50 336.00	300.50-351.50 307.50-353.00	-	-	-	-	-	-	-	-	-	-	1	-	2	4	4	15	17	24	24	13	3							
COMPUTER PROGRAMMERS, BUSINESS, CLASS B ----- NONMANUFACTURING -----	146 122	38.5 38.5	275.00 279.00	278.00 281.00	250.00-302.00 260.50-304.00	-	-	-	-	-	-	3	6	2	7	6	13	8	30	31	24	12	4	-	-								
COMPUTER PROGRAMMERS, BUSINESS, CLASS C: NONMANUFACTURING: PUBLIC UTILITIES -----	35	39.5	263.00	269.00	253.00-274.50	-	-	-	-	-	1	-	-	1	1	1	-	4	3	19	5	-	-	-	-	-							
ELECTRONICS TECHNICIANS ----- NONMANUFACTURING -----	413 275	40.0 40.0	259.50 298.00	279.50 305.50	200.00-305.50 279.50-307.50	-	3	6	6	22	18	31	17	15	10	8	8	2	-	63	4	182	18	-	-	-							
PUBLIC UTILITIES -----	274	40.0	298.00	305.50	279.50-307.50	-	-	-	-	-	-	-	-	-	2	-	6	-	-	63	3	182	18	-	-	-							
ELECTRONICS TECHNICIANS, CLASS B: NONMANUFACTURING: PUBLIC UTILITIES -----	242	40.0	295.50	305.50	279.50-307.50	-	-	-	-	-	-	-	-	-	2	-	6	-	-	63	3	168	-	-	-	-							

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Miami, Fla., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUEO			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUEO			\$
CLERKS, ACCOUNTING, CLASS A -----	228	38.5	197.50	KEYPUNCH OPERATORS, CLASS A -----	435	39.5	155.00	SWITCHBOARD OPERATORS -----	497	39.0	114.00
NONMANUFACTURING -----	213	38.5	199.00	MANUFACTURING -----	52	40.0	146.50	NONMANUFACTURING -----	487	39.0	113.00
CLERKS, ACCOUNTING, CLASS B -----	218	39.0	164.00	NONMANUFACTURING -----	383	39.5	156.00	RETAIL TRADE -----	65	40.0	121.50
NONMANUFACTURING -----	199	39.0	167.50	PUBLIC UTILITIES -----	115	39.0	180.50	SERVICES -----	260	39.5	97.50
MESSENGERS -----	184	39.0	128.50	RETAIL TRADE -----	68	39.5	155.50				
NONMANUFACTURING -----	176	39.0	129.00	KEYPUNCH OPERATORS, CLASS B -----	775	39.5	140.50	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	473	40.0	127.50
OFFICE OCCUPATIONS - WOMEN				MANUFACTURING -----	118	39.5	139.50	NONMANUFACTURING -----	128	40.0	125.00
BILLERS, MACHINE (BILLING MACHINE) -----	70	40.0	160.00	NONMANUFACTURING -----	657	39.5	140.50	PUBLIC UTILITIES -----	345	40.0	128.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	51	40.0	154.00	PUBLIC UTILITIES -----	128	39.0	169.50	RETAIL TRADE -----	33	40.0	123.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	144	38.5	158.00	RETAIL TRADE -----	211	39.5	131.00	SERVICES -----	93	40.0	123.00
NONMANUFACTURING -----	95	38.0	154.00	SECRETARIES -----	2,742	39.0	176.50		60	40.0	131.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	141	40.0	143.00	MANUFACTURING -----	345	39.5	171.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	72	40.0	170.50
NONMANUFACTURING -----	121	40.0	141.50	NONMANUFACTURING -----	2,397	39.0	177.50	NONMANUFACTURING -----	56	40.0	178.00
CLERKS, ACCOUNTING, CLASS A -----	1,084	38.5	168.00	PUBLIC UTILITIES -----	643	38.5	202.00				
MANUFACTURING -----	152	39.5	148.00	RETAIL TRADE -----	290	39.0	164.00	TYPISTS, CLASS A -----	433	38.5	159.00
NONMANUFACTURING -----	932	38.5	171.50	SERVICES -----	264	38.5	162.50	NONMANUFACTURING -----	392	39.0	163.00
PUBLIC UTILITIES -----	184	38.5	204.00	SECRETARIES, CLASS A -----	300	39.0	204.50	PUBLIC UTILITIES -----	207	38.5	178.50
RETAIL TRADE -----	199	39.5	164.50	MANUFACTURING -----	51	40.0	175.50				
SERVICES -----	151	39.0	157.00	NONMANUFACTURING -----	249	39.0	210.50	TYPISTS, CLASS B -----	755	39.0	123.50
CLERKS, ACCOUNTING, CLASS B -----	1,482	39.0	142.50	PUBLIC UTILITIES -----	90	39.0	224.50	MANUFACTURING -----	100	40.0	137.50
MANUFACTURING -----	282	39.5	130.00	SECRETARIES, CLASS B -----	874	38.5	188.50	NONMANUFACTURING -----	655	38.5	121.50
NONMANUFACTURING -----	1,200	39.0	145.50	MANUFACTURING -----	61	40.0	198.50	PUBLIC UTILITIES -----	69	38.5	157.00
PUBLIC UTILITIES -----	323	38.5	184.00	NONMANUFACTURING -----	813	38.5	188.00				
RETAIL TRADE -----	330	39.5	127.50	PUBLIC UTILITIES -----	215	38.5	209.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
SERVICES -----	93	40.0	137.00	RETAIL TRADE -----	80	39.5	180.50				
CLERKS, ACCOUNTING, CLASS B -----	1,482	39.0	142.50	SERVICES -----	99	38.5	161.00	COMPUTER OPERATORS, CLASS A -----	77	39.0	212.50
MANUFACTURING -----	282	39.5	130.00	SECRETARIES, CLASS C -----	795	38.5	173.50	NONMANUFACTURING -----	70	39.0	212.00
NONMANUFACTURING -----	1,200	39.0	145.50	MANUFACTURING -----	123	40.0	167.00				
PUBLIC UTILITIES -----	323	38.5	184.00	NONMANUFACTURING -----	672	38.5	175.00	COMPUTER OPERATORS, CLASS B -----	319	39.5	181.50
RETAIL TRADE -----	330	39.5	127.50	PUBLIC UTILITIES -----	252	38.0	189.00	NONMANUFACTURING -----	297	39.5	180.50
SERVICES -----	93	40.0	137.00	RETAIL TRADE -----	74	38.5	158.50				
CLERKS, FILE, CLASS A -----	52	38.5	134.00	SERVICES -----	99	38.5	161.00	COMPUTER OPERATORS, CLASS C -----	76	39.5	147.50
NONMANUFACTURING -----	52	38.5	134.00	SECRETARIES, CLASS D -----	773	39.5	155.50	NONMANUFACTURING -----	72	39.5	148.00
CLERKS, FILE, CLASS B -----	175	39.0	122.50	MANUFACTURING -----	110	39.5	160.00				
NONMANUFACTURING -----	168	39.0	122.50	NONMANUFACTURING -----	663	39.0	155.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	149	38.5	309.00
CLERKS, FILE, CLASS C -----	235	38.5	100.00	PUBLIC UTILITIES -----	86	39.0	197.50	NONMANUFACTURING -----	140	38.5	312.00
NONMANUFACTURING -----	219	38.5	99.00	RETAIL TRADE -----	96	39.0	150.00				
CLERKS, ORDER -----	357	40.0	134.00	SERVICES -----	105	38.5	146.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	231	39.0	258.00
NONMANUFACTURING -----	324	40.0	133.50	STENOGRAPHERS, GENERAL -----	396	39.0	156.50	NONMANUFACTURING -----	202	38.5	257.50
CLERKS, PAYROLL -----	313	39.5	145.50	MANUFACTURING -----	61	40.0	165.50				
MANUFACTURING -----	75	39.5	142.50	NONMANUFACTURING -----	335	38.5	155.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	53	39.5	295.50
NONMANUFACTURING -----	238	39.5	146.50	PUBLIC UTILITIES -----	113	39.0	181.00				
PUBLIC UTILITIES -----	41	39.5	186.00	RETAIL TRADE -----	68	38.5	148.50	ORAFTERS, CLASS B -----	317	39.5	207.50
RETAIL TRADE -----	107	39.5	132.50	SERVICES -----	70	39.5	197.50	MANUFACTURING -----	163	39.5	184.00
				STENOGRAPHERS, SENIOR -----	345	39.0	175.50	NONMANUFACTURING -----	154	39.5	232.00
				MANUFACTURING -----	56	38.0	165.00				
				NONMANUFACTURING -----	289	39.5	177.50				
				PUBLIC UTILITIES -----	70	39.5	197.50				

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Miami, Fla., October 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
DRAFTERS, CLASS C -----	158	40.0	\$ 187.50	ELECTRONICS TECHNICIANS--CONTINUED				COMPUTER OPERATORS, CLASS B -----	54	39.5	\$ 170.50
MANUFACTURING -----	56	39.5	169.50					COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	56	38.5	243.00
ELECTRONICS TECHNICIANS -----	440	40.0	260.50	ELECTRONICS TECHNICIANS, CLASS B- NONMANUFACTURING: PUBLIC UTILITIES -----	353	40.0	\$ 266.50	NONMANUFACTURING -----	53	38.5	244.00
NONMANUFACTURING -----	295	40.0	297.50		262	40.0	295.50				
PUBLIC UTILITIES -----	294	40.0	297.50								

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Miami, Fla., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS B -----	70	38.5	\$ 174.00	SECRETARIES -----	1,203	39.0	\$ 185.00	SWITCHBOARD OPERATORS -----	118	38.0	\$ 118.50
NONMANUFACTURING -----	65	38.0	178.00	MANUFACTURING -----	206	40.0	167.50	NONMANUFACTURING -----	108	38.0	116.00
MESSENGERS -----	78	38.5	132.00	NONMANUFACTURING -----	997	38.5	189.00	TYPISTS, CLASS A -----	261	39.0	171.50
NONMANUFACTURING -----	70	38.0	133.00	PUBLIC UTILITIES -----	525	38.0	207.00	NONMANUFACTURING -----	245	39.0	174.00
OFFICE OCCUPATIONS - WOMEN				RETAIL TRADE -----	209	38.5	165.00	PUBLIC UTILITIES -----	195	38.5	179.50
CLERKS, ACCOUNTING, CLASS A -----	287	38.5	187.50	SERVICES -----	99	39.0	172.50	TYPISTS, CLASS B -----	154	39.5	137.00
NONMANUFACTURING -----	251	38.5	193.50	SECRETARIES, CLASS A -----	93	39.0	227.00	NONMANUFACTURING -----	114	39.0	136.50
PUBLIC UTILITIES -----	143	38.0	217.50	NONMANUFACTURING -----	61	38.5	239.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
RETAIL TRADE -----	64	39.0	166.00	PUBLIC UTILITIES -----				COMPUTER OPERATORS, CLASS A -----	56	39.5	220.00
CLERKS, ACCOUNTING, CLASS B -----	564	38.5	158.50	SECRETARIES, CLASS B -----	306	39.0	206.50	COMPUTER OPERATORS, CLASS B -----	94	39.0	205.50
MANUFACTURING -----	79	40.0	132.50	NONMANUFACTURING -----	281	38.5	208.00	NONMANUFACTURING -----	80	39.0	207.00
NONMANUFACTURING -----	485	38.5	162.50	PUBLIC UTILITIES -----	184	38.0	215.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	96	38.5	325.00
PUBLIC UTILITIES -----	275	38.0	188.50	RETAIL TRADE -----	52	39.5	190.00	NONMANUFACTURING -----	87	38.5	331.50
RETAIL TRADE -----	153	38.5	125.50	SECRETARIES, CLASS C -----	472	38.5	176.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	114	38.5	275.00
CLERKS, ORDER -----	66	39.5	136.00	MANUFACTURING -----	99	40.0	166.50	NONMANUFACTURING -----	93	38.5	278.00
CLERKS, PAYROLL -----	108	39.0	149.50	NONMANUFACTURING -----	373	38.5	179.00	ELECTRONICS TECHNICIANS -----	409	40.0	259.50
NONMANUFACTURING -----	76	39.0	149.50	PUBLIC UTILITIES -----	216	37.5	189.50	NONMANUFACTURING -----	271	40.0	298.50
KEYPUNCH OPERATORS, CLASS A -----	141	39.0	163.50	SECRETARIES, CLASS D -----	74	38.5	149.50	PUBLIC UTILITIES -----	270	40.0	298.50
NONMANUFACTURING -----	118	39.0	166.00	STENOGRAPHERS, GENERAL -----	132	39.5	180.00	ELECTRONICS TECHNICIANS, CLASS B: NONMANUFACTURING: PUBLIC UTILITIES -----	238	40.0	296.00
PUBLIC UTILITIES -----	78	39.0	176.00	NONMANUFACTURING -----	121	39.0	181.00				
KEYPUNCH OPERATORS, CLASS B -----	249	39.0	151.50	PUBLIC UTILITIES -----	94	39.0	188.50				
NONMANUFACTURING -----	223	39.0	154.00	STENOGRAPHERS, SENIOR -----	50	39.5	199.50				
PUBLIC UTILITIES -----	93	38.5	183.50	NONMANUFACTURING -----	50	39.5	199.50				
RETAIL TRADE -----	120	39.0	132.00	PUBLIC UTILITIES -----	47	39.5	202.00				

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.60	7.00	7.40	7.80	8.20	8.60	
					Under \$ 3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.60	7.00	7.40	7.80	8.20	8.60	
ALL WORKERS																												
CARPENTERS, MAINTENANCE -----	165	\$ 6.27	\$ 7.00	\$ 5.00- 7.64	1	15	3	2	1	2	15	1	-	-	-	9	2	2	-	8	1	13	-	26	27	16	21	
NONMANUFACTURING -----	160	6.26	7.00	4.81- 7.64	1	15	3	2	1	2	15	1	-	-	-	8	1	2	-	8	1	13	-	24	26	16	21	
PUBLIC UTILITIES -----	59	7.71	7.64	7.50- 7.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	26	16	7	
ELECTRICIANS, MAINTENANCE -----	159	6.67	7.28	5.51- 7.91	3	1	-	-	4	-	4	-	-	23	-	3	1	2	-	-	-	12	20	10	35	29	12	
NONMANUFACTURING -----	123	6.98	7.57	6.65- 7.91	3	1	-	-	4	-	4	-	-	3	-	1	-	1	-	-	-	10	20	4	31	29	12	
PUBLIC UTILITIES -----	88	7.56	7.64	7.38- 7.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	17	4	31	22	12	
HELPERS, MAINTENANCE TRADES -----	85	4.09	3.90	3.50- 3.95	3	13	2	6	3	41	-	1	-	-	-	-	4	-	-	-	-	10	2	-	-	-	-	
MACHINISTS, MAINTENANCE -----	242	7.19	7.47	7.15- 7.64	-	-	-	-	-	-	-	1	3	1	18	2	1	4	1	3	3	1	5	65	77	47	10	
MANUFACTURING -----	70	6.08	6.00	4.90- 7.15	-	-	-	-	-	-	-	1	3	1	18	2	1	4	1	3	3	1	1	31	-	-	-	
NONMANUFACTURING: PUBLIC UTILITIES -----	172	7.65	7.64	7.45- 7.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	34	77	47	10	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	542	5.83	6.08	5.00- 6.69	-	-	-	8	8	26	13	26	14	8	24	35	45	30	2	10	140	1	45	49	36	2	20	
MANUFACTURING -----	76	5.82	6.93	4.24- 7.28	-	-	-	7	4	2	4	5	2	2	-	10	-	-	-	-	-	-	6	33	-	-	1	
NONMANUFACTURING -----	466	5.84	6.08	5.06- 6.08	-	-	-	1	4	24	9	21	12	6	24	25	45	30	2	10	140	1	39	16	36	2	19	
PUBLIC UTILITIES -----	327	6.10	6.08	5.84- 6.69	-	-	-	-	3	22	3	6	11	5	5	10	6	9	-	7	138	1	34	16	30	2	19	
MECHANICS, MAINTENANCE -----	270	5.18	4.95	4.24- 6.38	3	4	3	-	1	31	18	17	11	27	25	4	23	16	4	7	1	26	39	5	4	1	-	
MANUFACTURING -----	195	4.87	4.75	4.24- 5.33	-	-	-	-	-	30	18	16	11	27	25	4	23	16	3	7	1	4	-	5	4	1	-	
NONMANUFACTURING -----	75	6.01	6.60	6.38- 6.70	3	4	3	-	1	1	-	1	-	-	-	-	-	1	-	-	-	22	39	-	-	-	-	
PAINTERS, MAINTENANCE -----	126	4.51	3.70	3.00- 6.25	8	42	4	-	14	4	9	-	2	4	-	-	3	2	1	-	-	7	-	6	12	7	1	
NONMANUFACTURING -----	115	4.44	3.70	3.00- 6.25	8	42	4	-	14	4	7	-	2	-	-	-	3	-	-	-	-	7	-	4	12	7	1	
TOOL AND DIE MAKERS -----	129	5.72	5.75	5.09- 6.31	-	-	-	-	-	-	-	-	7	-	7	35	-	9	8	8	19	13	22	1	-	-	-	
MANUFACTURING -----	129	5.72	5.75	5.09- 6.31	-	-	-	-	-	-	-	-	7	-	7	35	-	9	8	8	19	13	22	1	-	-	-	

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20				
					Under \$ 3.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.60	7.00	7.40	7.80	8.20	8.60				
ALL WORKERS																														
CARPENTERS, MAINTENANCE -----	80	\$ 6.95	\$ 7.60	\$ 6.26- 7.91	1	1	-	2	1	2	1	1	-	-	-	2	2	2	-	-	1	6	-	10	25	16	7			
NONMANUFACTURING -----	77	6.98	7.60	6.26- 7.91	1	1	-	2	1	2	1	1	-	-	-	1	1	2	-	-	1	6	-	10	24	16	7			
PUBLIC UTILITIES -----	57	7.72	7.64	7.49- 7.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	24	16	7			
ELECTRICIANS, MAINTENANCE -----	106	7.17	7.60	6.70- 7.91	3	1	-	-	-	-	-	-	-	2	-	3	1	2	-	-	-	4	17	4	35	22	12			
NONMANUFACTURING -----	94	7.31	7.64	6.70- 7.91	3	1	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	17	4	31	22	12			
PUBLIC UTILITIES -----	88	7.56	7.64	7.38- 7.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	17	4	31	22	12			
MACHINISTS, MAINTENANCE -----	193	7.41	7.62	7.35- 7.91	-	-	-	-	-	-	1	3	1	-	2	1	4	1	3	3	1	5	34	77	47	10				
NONMANUFACTURING: -----																														
PUBLIC UTILITIES -----	172	7.65	7.64	7.45- 7.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	34	77	47	10			
MECHANICS, AUTOMOTIVE -----																														
(MAINTENANCE) -----	160	6.46	6.69	5.52- 7.49	-	-	-	1	1	-	-	4	1	2	4	5	20	23	2	5	2	1	35	8	24	2	20			
NONMANUFACTURING -----	157	6.47	6.69	5.52- 7.48	-	-	-	1	1	-	-	2	1	2	4	5	20	23	2	5	2	1	35	8	24	2	19			
PUBLIC UTILITIES -----	100	7.12	7.28	6.69- 7.64	-	-	-	-	-	-	1	-	1	1	-	4	3	-	2	-	-	1	34	8	24	2	19			
MECHANICS, MAINTENANCE -----	101	5.80	6.25	5.00- 6.70	3	4	3	-	-	-	2	4	4	4	4	5	3	4	6	1	8	39	2	4	1	-				

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Miami, Fla., October 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.40	6.80	7.20	7.60	8.00
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.40	6.80	7.20	7.60	8.00	8.40
ALL WORKERS-- CONTINUED																														
TRUCKDRIVERS - CONTINUED																														
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	1,238	5.50	5.20	4.00- 7.13	-	-	-	-	-	13	31	25	79	142	60	21	62	39	2	123	57	14	90	2	5	9	464	-	-	-
MANUFACTURING -----	223	3.98	3.95	3.80- 3.95	-	-	-	-	-	11	1	4	34	119	23	5	8	14	-	-	-	-	-	-	-	-	4	-	-	-
NONMANUFACTURING -----	1,015	5.83	5.70	4.90- 7.13	-	-	-	-	-	2	30	21	45	23	37	16	54	25	2	123	57	14	90	2	5	5	464	-	-	-
PUBLIC UTILITIES -----	486	6.98	7.13	7.13- 7.13	-	-	-	-	-	2	4	4	-	3	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE -----	237	5.41	5.20	5.20- 5.70	-	-	-	-	-	-	-	-	-	-	4	-	2	1	2	65	57	6	90	2	3	5	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	541	5.16	3.88	3.85- 6.93	-	-	-	-	-	-	2	2	5	265	26	-	-	13	-	4	7	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT) -----	611	4.03	3.90	3.35- 4.45	-	-	15	21	29	50	74	63	45	40	20	90	24	5	29	26	25	25	-	2	-	18	10	-	-	-
MANUFACTURING -----	172	3.69	3.25	2.89- 4.00	-	-	15	14	20	34	12	3	25	1	14	3	4	5	-	-	2	-	-	2	-	18	-	-	-	-
NONMANUFACTURING -----	439	4.17	4.25	3.52- 4.90	-	-	-	7	9	16	62	60	20	39	6	87	20	-	29	26	23	25	-	-	-	-	10	-	-	-
RETAIL TRADE -----	139	4.78	5.00	4.25- 5.25	-	-	-	-	2	9	1	1	7	3	-	15	-	-	27	26	23	25	-	-	-	-	-	-	-	-
WAREHOUSEMEN -----	1,515	4.22	3.49	2.75- 6.00	7	101	106	236	76	137	72	75	22	5	32	33	9	23	14	29	29	32	56	41	58	315	7	-	-	-
MANUFACTURING -----	176	3.55	3.34	3.10- 4.03	-	-	-	10	25	26	29	24	12	3	9	11	5	22	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	1,339	4.31	3.50	2.75- 6.18	7	101	106	226	51	111	43	51	10	2	23	22	4	1	14	29	29	32	56	41	58	315	7	-	-	-
PUBLIC UTILITIES -----	662	5.25	6.07	2.75- 6.61	-	-	-	180	-	-	-	3	1	1	13	6	1	1	3	17	9	8	41	41	37	300	-	-	-	-
RETAIL TRADE -----	431	2.95	2.60	2.35- 3.15	7	101	106	45	29	42	13	26	9	1	10	9	3	-	4	-	6	6	4	-	10	-	-	-	-	-

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Miami, Fla., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.40	\$ 6.80			
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.40	6.80	7.20			
ALL WORKERS																														
GUARDS AND WATCHMEN: MANUFACTURING -----	54	\$ 3.14	\$ 3.01	\$ 3.00- 3.30	-	-	4	-	8	23	5	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
GUARDS: MANUFACTURING -----	52	3.14	3.01	3.00- 3.41	-	-	4	-	8	21	5	6	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
JANITORS, PORTERS, AND CLEANERS -----	591	3.81	3.49	2.77- 5.13	6	58	34	54	72	39	21	20	9	17	36	20	4	13	32	96	-	-	-	60	-	-	-			
MANUFACTURING -----	149	3.20	2.90	2.60- 3.90	-	6	23	26	30	9	4	3	2	12	27	3	2	2	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	442	4.02	4.08	2.85- 5.13	6	52	11	28	42	30	17	17	7	5	9	17	2	11	32	96	-	-	-	60	-	-	-			
PUBLIC UTILITIES -----	189	5.10	5.13	5.13- 5.70	-	-	-	1	-	2	7	6	1	2	2	8	-	6	1	94	-	-	-	59	-	-	-			
RETAIL TRADE -----	149	3.62	3.20	2.85- 4.63	-	1	8	19	29	17	6	3	6	3	7	9	2	5	31	2	-	-	-	1	-	-	-			
SERVICES -----	76	2.47	2.39	2.28- 2.47	6	51	3	4	7	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
LABORERS, MATERIAL HANDLING -----	333	3.92	3.90	3.00- 4.80	7	5	10	33	16	29	21	11	12	23	12	13	43	8	52	-	34	1	-	-	3	-	-			
NONMANUFACTURING -----	296	4.03	4.30	3.20- 4.80	7	5	6	26	13	16	12	11	12	22	12	13	43	8	52	-	34	1	-	-	3	-	-			
RETAIL TRADE -----	262	3.98	4.00	3.06- 4.92	7	5	6	26	13	16	12	11	12	22	12	13	10	8	51	-	34	1	-	-	3	-	-			
ORDER FILLERS -----	237	4.65	5.10	4.38- 5.25	-	1	1	6	6	6	18	16	3	-	-	1	2	13	21	81	60	-	-	-	-	-	-			
MANUFACTURING -----	55	3.24	3.28	3.01- 3.45	-	1	1	6	6	5	17	14	3	-	-	1	-	1	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	182	5.07	5.10	5.04- 5.30	-	-	-	-	2	1	1	2	-	-	-	-	2	12	21	81	60	-	-	-	-	-	-			
RETAIL TRADE -----	182	5.07	5.10	5.04- 5.30	-	-	-	-	2	1	1	2	-	-	-	-	2	12	21	81	60	-	-	-	-	-	-			
RECEIVING CLERKS -----	59	4.51	4.48	3.79- 5.35	-	-	2	2	1	2	2	1	5	3	7	1	6	1	2	-	10	12	-	-	2	-	-			
NONMANUFACTURING -----	53	4.56	4.54	3.91- 5.35	-	-	2	2	1	2	1	1	3	2	7	1	5	1	2	-	10	11	-	-	2	-	-			
TRUCKDRIVERS -----	562	4.94	5.20	3.96- 5.65	-	-	-	-	1	14	3	21	97	5	4	6	20	14	9	100	80	40	102	8	19	18	1			
NONMANUFACTURING -----	520	5.02	5.20	4.40- 5.60	-	-	-	-	-	11	1	14	83	4	4	-	20	14	9	99	73	40	102	8	19	18	1			
PUBLIC UTILITIES -----	27	5.70	5.35	5.18- 6.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	9	5	-	-	-	12	-	-			
RETAIL TRADE -----	369	5.26	5.20	5.20- 5.60	-	-	-	-	-	11	1	14	8	4	4	-	2	2	8	79	68	32	102	8	7	18	1			
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	269	4.55	4.40	3.75- 5.40	-	-	-	-	1	14	1	19	88	4	-	2	18	12	7	28	7	20	12	6	16	13	1			
NONMANUFACTURING -----	253	4.62	4.40	3.75- 5.40	-	-	-	-	-	11	1	14	83	4	-	-	18	12	7	28	7	20	12	6	16	13	1			
RETAIL TRADE -----	117	4.95	5.35	3.60- 5.60	-	-	-	-	-	11	1	14	8	4	-	-	-	-	6	11	6	20	12	6	4	13	1			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	246	5.40	5.20	5.20- 5.70	-	-	-	-	-	-	1	-	-	-	4	-	2	1	2	65	57	14	90	2	3	5	-			
NONMANUFACTURING -----	245	5.41	5.20	5.20- 5.70	-	-	-	-	-	-	-	-	-	-	4	-	2	1	2	65	57	14	90	2	3	5	-			
RETAIL TRADE -----	237	5.41	5.20	5.20- 5.70	-	-	-	-	-	-	-	-	-	-	4	-	2	1	2	65	57	6	90	2	3	5	-			
TRUCKERS, POWER (FORKLIFT) -----	134	4.87	5.00	4.90- 5.33	-	-	-	-	2	4	1	2	7	4	7	-	-	-	29	26	25	25	-	2	-	-	-			
NONMANUFACTURING -----	119	4.95	5.10	4.90- 5.32	-	-	-	-	2	2	1	1	7	3	-	-	-	-	29	26	23	25	-	-	-	-	-			
RETAIL TRADE -----	117	4.95	5.10	4.90- 5.35	-	-	-	-	2	2	1	1	7	3	-	-	-	-	27	26	23	25	-	-	-	-	-			
WAREHOUSEMEN -----	661	5.78	6.20	5.39- 6.61	-	-	1	9	10	7	10	30	6	3	12	15	8	2	7	22	27	23	54	41	52	315	7			
NONMANUFACTURING -----	612	5.98	6.40	5.68- 6.61	-	-	1	-	1	-	-	26	3	2	11	15	4	1	7	22	27	23	54	41	52	315	7			

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Miami, Fla., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	165	6.27	JANITORS, PORTERS, AND CLEANERS ---	3,328	2.71	TRUCKDRIVERS - CONTINUED		
NONMANUFACTURING -----	160	6.26	MANUFACTURING -----	415	3.24	TRUCKDRIVERS, MEDIUM (1-1/2 TO		\$
PUBLIC UTILITIES -----	59	7.71	NONMANUFACTURING -----	2,913	2.63	AND INCLUDING 4 TONS) -----	1,518	3.88
ELECTRICIANS, MAINTENANCE -----	159	6.67	PUBLIC UTILITIES -----	191	5.02	MANUFACTURING -----	193	3.46
NONMANUFACTURING -----	123	6.98	RETAIL TRADE -----	378	2.97	NONMANUFACTURING -----	1,325	3.94
PUBLIC UTILITIES -----	88	7.56	SERVICES -----	1,537	2.28	PUBLIC UTILITIES -----	41	5.00
HELPERS, MAINTENANCE TRADES -----	85	4.09	LABORERS, MATERIAL HANDLING -----	1,429	3.42	RETAIL TRADE -----	279	4.22
MACHINISTS, MAINTENANCE -----	242	7.19	MANUFACTURING -----	454	3.44	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
MANUFACTURING -----	70	6.08	NONMANUFACTURING -----	975	3.41	TRAILER TYPE) -----	1,238	5.50
NONMANUFACTURING -----			RETAIL TRADE -----	325	3.72	MANUFACTURING -----	223	3.98
PUBLIC UTILITIES -----	172	7.65	ORDER FILLERS -----	1,028	3.57	NONMANUFACTURING -----	1,015	5.83
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	542	5.83	MANUFACTURING -----	77	3.07	PUBLIC UTILITIES -----	486	6.98
MANUFACTURING -----	76	5.82	NONMANUFACTURING -----	951	3.61	RETAIL TRADE -----	237	5.41
NONMANUFACTURING -----	466	5.84	RETAIL TRADE -----	177	5.08	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
PUBLIC UTILITIES -----	327	6.10	PACKERS, SHIPPING -----	382	3.32	OTHER THAN TRAILER TYPE) -----	541	5.16
MECHANICS, MAINTENANCE -----	269	5.18	MANUFACTURING -----	163	3.03	TRUCKERS, POWER (FORKLIFT) -----	611	4.03
MANUFACTURING -----	194	4.86	NONMANUFACTURING -----	219	3.53	MANUFACTURING -----	172	3.69
NONMANUFACTURING -----	75	6.01	RECEIVING CLERKS -----	290	4.20	NONMANUFACTURING -----	439	4.17
PAINTERS, MAINTENANCE -----	126	4.51	MANUFACTURING -----	70	4.24	RETAIL TRADE -----	139	4.78
NONMANUFACTURING -----	115	4.44	RETAIL TRADE -----	89	4.23	WAREHOUSEMEN -----	1,458	4.28
TOOL AND DIE MAKERS -----	129	5.72	SHIPPING AND RECEIVING CLERKS -----	135	4.74	MANUFACTURING -----	174	3.55
MANUFACTURING -----	129	5.72	MANUFACTURING -----	95	4.76	NONMANUFACTURING -----	1,284	4.38
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKDRIVERS -----	3,852	4.50	PUBLIC UTILITIES -----	656	5.24
GUARDS AND WATCHMEN -----	1,855	2.70	MANUFACTURING -----	684	4.54	RETAIL TRADE -----	382	3.04
MANUFACTURING -----	152	3.12	NONMANUFACTURING -----	3,168	4.49	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	1,703	2.67	PUBLIC UTILITIES -----	823	5.94	JANITORS, PORTERS, AND CLEANERS ---	1,409	2.22
SERVICES -----	1,338	2.39	RETAIL TRADE -----	594	4.56	MANUFACTURING -----	69	2.65
GUARDS: MANUFACTURING -----	145	3.09	SERVICES -----	273	4.11	NONMANUFACTURING -----	1,340	2.20
			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	555	3.35	RETAIL TRADE -----	91	2.53
			MANUFACTURING -----	72	3.50	SERVICES -----	989	2.11
			NONMANUFACTURING -----	483	3.33	ORDER FILLERS -----	169	2.82
			RETAIL TRADE -----	78	3.17	NONMANUFACTURING -----	97	2.99
						PACKERS, SHIPPING -----	137	2.67
						MANUFACTURING -----	67	2.48

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Miami, Fla., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	80	\$ 6.95	LABORERS, MATERIAL HANDLING -----	331	3.92
NONMANUFACTURING -----	77	6.98	NONMANUFACTURING -----	294	4.04
PUBLIC UTILITIES -----	57	7.72	RETAIL TRADE -----	260	3.99
ELECTRICIANS, MAINTENANCE -----	106	7.17	ORDER FILLERS -----	224	4.68
NONMANUFACTURING -----	94	7.31	NONMANUFACTURING -----	177	5.08
PUBLIC UTILITIES -----	88	7.56	RETAIL TRADE -----	177	5.08
MACHINISTS, MAINTENANCE -----	193	7.41	RECEIVING CLERKS -----	59	4.51
NONMANUFACTURING -----			NONMANUFACTURING -----	53	4.56
PUBLIC UTILITIES -----	172	7.65	TRUCKDRIVERS -----	560	4.94
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	160	6.46	NONMANUFACTURING -----	519	5.02
NONMANUFACTURING -----	157	6.47	PUBLIC UTILITIES -----	27	5.70
PUBLIC UTILITIES -----	100	7.12	RETAIL TRADE -----	369	5.26
MECHANICS, MAINTENANCE -----	100	5.81	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	268	4.55
			NONMANUFACTURING -----	252	4.62
			RETAIL TRADE -----	117	4.95
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	246	5.40
GUARDS AND WATCHMEN: -----			NONMANUFACTURING -----	245	5.41
MANUFACTURING -----	52	3.14	RETAIL TRADE -----	237	5.41
GUARDS: -----			TRUCKERS, POWER (FORKLIFT) -----	134	4.87
MANUFACTURING -----	50	3.14	NONMANUFACTURING -----	119	4.95
JANITORS, PORTERS, AND CLEANERS ---	507	3.93	RETAIL TRADE -----	117	4.95
MANUFACTURING -----	117	3.27	WAREHOUSEMEN -----	653	5.78
NONMANUFACTURING -----	390	4.12	NONMANUFACTURING -----	606	5.98
PUBLIC UTILITIES -----	172	5.17	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
RETAIL TRADE -----	128	3.71	JANITORS, PORTERS, AND CLEANERS ---	84	3.12
SERVICES -----	62	2.51	NONMANUFACTURING -----	52	3.24

See footnotes at end of tables.

Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Miami, Fla., for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to October 1974		October 1974 to October 1975
		11-month increase	Annual rate of increase	
All industries:				
Office clerical (men and women)	7.6	8.6	9.4	6.8
Electronic data processing (men and women)	*	8.8	9.6	3.5
Industrial nurses (men and women)	11.9	**	**	**
Skilled maintenance trades (men)	7.8	8.7	9.5	7.3
Unskilled plant workers (men)	8.0	11.5	12.6	6.5
Manufacturing:				
Office clerical (men and women)	8.2	**	**	7.1
Electronic data processing (men and women)	*	**	**	**
Industrial nurses (men and women)	**	**	**	**
Skilled maintenance trades (men)	6.9	**	**	**
Unskilled plant workers (men)	6.7	13.0	14.3	6.0
Nonmanufacturing:				
Office clerical (men and women)	7.5	8.7	9.5	6.8
Electronic data processing (men and women)	*	8.3	9.1	3.3
Industrial nurses (men and women)	11.9	**	**	**
Skilled maintenance trades (men)	**	**	**	**
Unskilled plant workers (men)	8.2	10.8	11.8	6.5

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

3. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Miami, Fla., October 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	37 1/2		All schedules	40	All schedules	40	37 1/2
ESTABLISHMENTS STUDIED -----	227	63	164	xxx	xxx	227	63	xxx	164	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	31	6	25	14	9	79	20	18	59	38	14
\$75.00 AND UNDER \$77.50 -----	-	-	-	-	-	3	-	-	3	-	2
\$77.50 AND UNDER \$80.00 -----	-	-	-	-	-	-	-	-	-	-	-
\$80.00 AND UNDER \$82.50 -----	1	-	1	-	-	1	-	-	1	-	-
\$82.50 AND UNDER \$85.00 -----	2	-	2	2	-	11	1	1	10	10	-
\$85.00 AND UNDER \$87.50 -----	-	-	-	-	-	4	1	1	3	2	-
\$87.50 AND UNDER \$90.00 -----	1	1	-	-	-	4	1	1	3	-	2
\$90.00 AND UNDER \$92.50 -----	-	-	-	-	-	8	1	1	7	6	1
\$92.50 AND UNDER \$95.00 -----	2	-	2	1	-	2	-	-	2	1	-
\$95.00 AND UNDER \$97.50 -----	2	1	1	1	-	6	2	2	4	2	2
\$97.50 AND UNDER \$100.00 -----	2	-	2	1	1	2	1	1	1	-	1
\$100.00 AND UNDER \$105.00 -----	7	1	6	3	3	17	7	6	10	6	2
\$105.00 AND UNDER \$110.00 -----	4	2	2	2	-	6	3	2	3	1	2
\$110.00 AND UNDER \$115.00 -----	2	-	2	-	2	4	2	2	2	2	-
\$115.00 AND UNDER \$120.00 -----	2	1	1	1	-	1	-	-	1	1	-
\$120.00 AND UNDER \$125.00 -----	1	-	1	1	-	5	-	-	5	3	2
\$125.00 AND UNDER \$130.00 -----	2	-	2	1	1	2	-	-	2	2	-
\$130.00 AND UNDER \$135.00 -----	1	-	1	-	1	2	1	1	1	1	-
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	-	-	-	-	-	-
\$140.00 AND UNDER \$145.00 -----	1	-	1	-	1	-	-	-	-	-	-
\$145.00 AND OVER -----	1	-	1	1	-	1	-	-	1	1	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	22	6	16	xxx	xxx	66	20	xxx	46	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	174	51	123	xxx	xxx	82	23	xxx	59	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Miami, Fla., October 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	53.0	33.9	9.0	2.1
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	5.8	-	1.8	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	47.2	33.9	7.2	2.1
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	38.5	24.0	6.1	1.7
UNIFORM PERCENTAGE DIFFERENTIAL -----	8.6	7.7	1.1	.3
OTHER DIFFERENTIAL -----	-	2.2	-	.1
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	17.5	25.2	16.5	25.8
UNIFORM PERCENTAGE DIFFERENTIAL -----	10.6	14.2	8.0	10.0
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
7 CENTS -----	3.4	-	1.0	-
8 CENTS -----	1.0	-	.1	-
10 CENTS -----	8.1	1.3	.9	.2
12 CENTS -----	1.3	-	-	-
15 CENTS -----	10.1	3.0	2.0	.4
20 CENTS -----	8.2	5.6	1.3	.2
25 CENTS -----	3.8	3.3	.4	-
30 CENTS -----	-	7.3	-	.2
35 CENTS -----	-	.8	-	.3
40 CENTS -----	-	2.6	-	.4
50 CENTS -----	2.7	-	.3	-
UNIFORM PERCENTAGE:				
5 PERCENT -----	1.3	-	.3	-
8 PERCENT -----	1.8	1.8	.3	-
10 PERCENT -----	4.0	2.4	.5	.3
20 PERCENT -----	1.5	3.6	-	-

See footnote at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Miami, Fla., October 1975

Item	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS												
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100
20 HOURS-S DAYS -----	1	-	1	-	-	4	-	-	-	-	-	-
25 HOURS -----	1	-	1	-	1	3	-	-	-	-	-	-
4 DAYS -----	(9)	-	1	-	1	-	-	-	-	-	-	-
5 DAYS -----	(9)	-	1	-	-	3	-	-	-	-	-	-
32 HOURS-4 DAYS -----	(9)	1	-	-	-	-	(9)	2	-	-	-	-
35 HOURS-S DAYS -----	7	6	7	3	11	9	2	1	2	4	3	6
36 1/3 HOURS-S DAYS -----	-	-	-	-	-	-	2	-	2	-	-	-
36 4/10 HOURS-S DAYS -----	(9)	-	(9)	-	-	-	2	-	2	-	-	-
36 3/4 HOURS-S DAYS -----	(9)	1	-	-	-	-	-	-	-	-	-	-
37 1/2 HOURS -----	1	1	1	-	3	-	25	9	27	45	8	12
5 DAYS -----	1	1	1	-	3	-	24	9	26	45	8	4
5 1/2 DAYS -----	-	-	-	-	-	-	1	-	1	-	-	7
38 HOURS-S DAYS -----	(9)	-	(9)	-	1	-	-	-	-	-	-	-
38 1/2 HOURS-S 1/2 DAYS -----	-	-	-	-	-	-	(9)	-	(9)	-	-	4
38 3/4 HOURS-S DAYS -----	1	-	1	-	3	-	2	-	2	-	-	5
40 HOURS -----	75	86	70	94	57	61	65	88	62	51	88	68
4 DAYS -----	(9)	-	1	-	-	2	-	-	-	-	-	-
5 DAYS -----	74	86	68	94	57	53	65	88	62	51	88	67
5 1/2 DAYS -----	-	-	-	-	-	-	(9)	-	(9)	-	-	1
6 DAYS -----	2	-	2	-	-	6	-	-	-	-	-	-
41 1/2 HOURS -----	(9)	1	-	-	-	-	(9)	-	(9)	-	(9)	-
5 DAYS -----	(9)	1	-	-	-	-	-	-	-	-	-	-
5 1/2 DAYS -----	-	-	-	-	-	-	(9)	-	(9)	-	(9)	-
42 HOURS-6 DAYS -----	3	-	4	-	3	13	-	-	-	-	-	-
42 1/2 HOURS-S DAYS -----	1	-	1	-	3	-	1	-	1	-	-	-
43 HOURS-S 1/2 DAYS -----	1	-	1	-	-	4	-	-	-	-	-	-
44 HOURS-S 1/2 DAYS -----	(9)	-	(9)	1	-	-	(9)	-	(9)	-	-	1
45 HOURS-S DAYS -----	1	3	(9)	2	-	-	(9)	-	(9)	-	-	1
46 HOURS -----	4	-	6	-	12	4	(9)	-	(9)	-	-	4
5 DAYS -----	1	-	1	-	2	-	-	-	-	-	-	-
6 DAYS -----	3	-	5	-	10	4	(9)	-	(9)	-	-	4
46 1/2 HOURS-S 1/2 DAYS -----	1	-	1	-	-	-	-	-	-	-	-	-
47 1/2 HOURS-6 DAYS -----	(9)	-	(9)	-	1	-	-	-	-	-	-	-
48 HOURS -----	2	-	4	-	5	3	1	-	1	-	-	-
5 1/2 DAYS -----	-	-	-	-	-	-	1	-	1	-	-	-
6 DAYS -----	2	-	4	-	5	3	-	-	-	-	-	-
54 HOURS-6 DAYS -----	(9)	-	(9)	-	1	-	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS												
ALL WEEKLY WORK SCHEDULES -----	40.0	39.7	40.2	40.0	40.5	39.2	39.2	39.6	39.1	38.7	39.6	39.6

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Miami, Fla., October 1975

Item	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
PERCENT OF WORKERS												
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	6	-	9	-	13	18	(9)	-	(9)	-	1	1
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	94	100	91	100	87	82	99	100	99	100	99	99
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	6.9	6.9	6.9	9.3	6.0	5.6	7.9	7.3	8.0	9.3	6.6	7.0
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰												
2 HALF DAYS -----	(9)	-	1	-	-	2	-	-	-	-	-	-
1 HOLIDAY -----	2	-	2	-	6	-	(9)	-	(9)	-	1	-
3 HOLIDAYS -----	(9)	-	(9)	-	1	-	-	-	-	-	-	-
4 HOLIDAYS -----	2	-	3	1	2	8	1	-	1	-	-	8
5 HOLIDAYS -----	12	7	14	-	18	31	4	4	4	-	10	19
6 HOLIDAYS -----	28	34	26	4	24	25	18	23	17	5	40	31
PLUS 1 HALF DAY -----	-	-	-	-	-	-	1	1	1	-	4	-
PLUS 2 HALF DAYS -----	(9)	-	1	-	2	-	(9)	1	(9)	-	1	-
7 HOLIDAYS -----	20	34	12	7	20	6	10	39	6	8	25	1
PLUS 1 HALF DAY -----	1	2	-	-	-	-	1	2	1	-	4	(9)
PLUS 2 HALF DAYS -----	(9)	-	(9)	-	-	-	7	-	8	-	-	(9)
8 HOLIDAYS -----	8	11	7	3	11	3	27	12	30	1	5	6
PLUS 1 HALF DAY -----	2	3	1	-	-	6	1	6	(9)	-	-	4
PLUS 2 HALF DAYS -----	(9)	-	(9)	-	-	-	2	-	2	-	-	-
9 HOLIDAYS -----	6	4	7	22	4	1	11	4	12	29	9	13
10 HOLIDAYS -----	11	4	15	63	-	-	15	6	17	58	-	18
PLUS 1 HALF DAY -----	(9)	(9)	-	-	-	-	(9)	(9)	-	-	-	-
11 HOLIDAYS -----	(9)	1	(9)	-	-	-	(9)	2	(9)	-	-	-
12 HOLIDAYS -----	(9)	-	1	-	-	-	1	-	1	-	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹												
1 DAY OR MORE -----	94	100	91	100	87	82	99	100	99	100	99	99
3 DAYS OR MORE -----	92	100	88	100	81	79	99	100	99	100	99	99
4 DAYS OR MORE -----	91	100	87	100	80	79	99	100	99	100	99	99
5 DAYS OR MORE -----	89	100	84	99	78	72	99	100	99	100	99	91
6 DAYS OR MORE -----	78	93	70	99	60	40	95	96	95	100	89	71
7 DAYS OR MORE -----	49	59	44	95	36	16	77	72	77	95	45	41
7 1/2 DAYS OR MORE -----	29	25	31	88	15	10	66	32	71	87	18	40
8 DAYS OR MORE -----	28	23	31	88	15	10	65	30	70	87	14	40
8 1/2 DAYS OR MORE -----	21	12	25	85	4	7	31	19	33	86	9	34
9 DAYS OR MORE -----	19	9	23	85	4	1	30	13	32	86	9	30
10 DAYS OR MORE -----	12	5	16	63	-	-	17	8	18	58	-	18
11 DAYS OR MORE -----	1	1	1	-	-	-	1	2	1	-	-	-
12 DAYS -----	(9)	-	1	-	-	-	1	-	1	-	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Miami, Fla., October 1975

Item ¹⁰	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
<u>Percent of workers</u>												
All full-time workers.....	100	100	100	100	100	100	100	100	100	100	100	100
New Year's Day.....	88	100	82	99	82	55	98	100	97	100	99	77
Washington's Birthday.....	10	(⁹)	15	61	1	-	39	(⁹)	45	43	7	17
Good Friday.....	26	32	23	74	5	9	21	29	20	66	3	2
Good Friday, half day.....	(⁹)	(⁹)	(⁹)	-	-	-	7	1	7	-	3	3
Memorial Day.....	78	94	70	99	48	58	94	98	94	100	68	88
Fourth of July.....	90	100	86	99	79	76	99	100	99	100	99	96
Labor Day.....	90	99	86	99	76	79	99	98	99	100	97	98
Yom Kippur.....	2	6	1	-	-	-	1	1	1	-	-	-
Columbus Day.....	6	-	9	6	5	24	3	-	3	5	1	21
Veterans Day.....	5	-	8	28	-	3	36	-	41	46	-	18
Thanksgiving Day.....	90	98	85	99	78	75	99	100	99	100	99	93
Day after Thanksgiving.....	10	16	7	25	-	1	21	29	20	18	4	35
Christmas Eve.....	6	11	4	14	-	2	7	10	6	24	-	1
Christmas Eve, half day.....	3	4	2	-	2	6	11	9	12	-	7	2
Christmas Day.....	89	100	83	100	85	54	98	100	98	100	99	80
New Year's Eve, half day.....	1	(⁹)	1	-	2	-	3	(⁹)	4	-	1	(⁹)
Floating holiday, 1 day ¹³	10	8	10	27	9	-	8	15	7	18	5	15
Floating holiday, 2 days ¹³	5	-	7	20	7	-	9	-	10	27	12	3
Floating holiday, 4 days ¹³	1	-	1	-	4	-	1	-	1	-	9	-
Employee's birthday.....	21	16	23	53	17	12	21	28	20	52	9	16
Employee's anniversary.....	1	-	1	1	-	5	(⁹)	-	(⁹)	-	-	1
Company anniversary.....	1	-	2	-	3	2	1	-	2	-	1	13

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Miami, Fla., October 1975

Item	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
PERCENT OF WORKERS												
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	2	-	3	-	4	8	-	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	98	100	97	100	96	92	100	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	94	91	95	100	93	92	99	99	100	100	100	100
PERCENTAGE PAYMENT -----	4	9	1	-	2	-	(9)	1	-	-	-	-
OTHER PAYMENT -----	(9)	-	1	-	1	(9)	-	-	-	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴												
6 MONTHS OF SERVICE:												
UNDER 1 WEEK -----	6	11	3	3	5	-	3	7	3	4	5	-
1 WEEK -----	29	17	35	70	33	10	49	29	52	60	43	12
OVER 1 AND UNDER 2 WEEKS -----	2	2	1	6	-	-	6	4	7	18	-	20
2 WEEKS -----	3	2	3	-	8	-	3	10	2	-	1	-
1 YEAR OF SERVICE:												
1 WEEK -----	62	78	55	14	66	69	27	41	25	9	67	41
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	-	-	(9)	-	(9)	(9)	-	-
2 WEEKS -----	33	20	39	86	24	23	70	49	73	91	32	44
OVER 2 AND UNDER 3 WEEKS -----	-	-	-	-	-	-	1	-	2	-	-	15
3 WEEKS -----	1	2	-	-	-	-	1	10	-	-	-	-
4 WEEKS -----	2	-	3	-	7	-	(9)	-	(9)	-	1	-
2 YEARS OF SERVICE:												
1 WEEK -----	20	31	15	2	6	46	6	10	6	2	8	28
OVER 1 AND UNDER 2 WEEKS -----	3	6	2	1	-	6	1	2	(9)	1	-	2
2 WEEKS -----	71	60	76	97	83	35	88	79	89	97	91	52
OVER 2 AND UNDER 3 WEEKS -----	1	2	1	-	-	4	2	-	2	(9)	-	18
3 WEEKS -----	1	2	(9)	-	-	1	3	10	2	-	-	-
4 WEEKS -----	2	-	3	-	7	-	(9)	-	(9)	-	1	-
3 YEARS OF SERVICE:												
1 WEEK -----	9	19	4	-	5	5	1	5	(9)	-	1	(9)
OVER 1 AND UNDER 2 WEEKS -----	3	7	1	-	-	6	(9)	(9)	(9)	-	-	2
2 WEEKS -----	81	69	87	100	85	76	94	83	95	99	98	80
OVER 2 AND UNDER 3 WEEKS -----	1	2	1	-	-	4	2	-	2	(9)	-	18
3 WEEKS -----	2	5	(9)	-	-	1	4	11	2	-	-	-
4 WEEKS -----	2	-	3	-	7	-	(9)	-	(9)	-	1	-
4 YEARS OF SERVICE:												
1 WEEK -----	8	16	4	-	3	5	1	5	(9)	-	1	(9)
OVER 1 AND UNDER 2 WEEKS -----	3	7	1	-	-	6	(9)	(9)	(9)	-	-	2
2 WEEKS -----	82	71	88	100	86	76	92	83	93	99	98	80
OVER 2 AND UNDER 3 WEEKS -----	1	2	1	-	-	4	2	-	2	(9)	-	18
3 WEEKS -----	2	5	(9)	-	-	1	5	11	4	-	-	-
4 WEEKS -----	2	-	3	-	7	-	(9)	-	(9)	-	1	-
5 YEARS OF SERVICE:												
1 WEEK -----	5	11	3	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	2	2	1	-	-	6	(9)	(9)	(9)	-	-	2
2 WEEKS -----	62	69	59	48	53	71	64	66	64	61	64	69
OVER 2 AND UNDER 3 WEEKS -----	3	2	4	-	10	-	4	5	4	(9)	17	-
3 WEEKS -----	23	16	27	52	25	10	31	26	32	39	18	29
4 WEEKS -----	2	-	3	-	7	-	(9)	-	(9)	-	1	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Miami, Fla., October 1975—Continued

Item	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED												
10 YEARS OF SERVICE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	26	32	23	2	16	51	13	20	12	1	17	36
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	(9)	2	-	-	-	-
3 WEEKS -----	61	52	65	92	65	36	76	65	77	93	80	49
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	-	-	1	-	2	(9)	-	15
4 WEEKS -----	6	4	7	6	14	-	9	11	9	5	3	-
12 YEARS OF SERVICE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	25	32	22	2	16	51	13	20	12	1	17	31
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	(9)	2	-	-	-	-
3 WEEKS -----	60	50	65	91	65	36	76	58	78	93	80	53
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	-	-	1	-	2	(9)	-	15
4 WEEKS -----	7	7	7	7	14	-	10	18	9	5	3	-
15 YEARS OF SERVICE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	23	28	20	-	12	51	11	17	10	-	9	31
3 WEEKS -----	42	45	40	18	52	29	49	43	50	30	68	30
OVER 3 AND UNDER 4 WEEKS -----	(9)	1	-	-	-	-	2	-	3	-	-	15
4 WEEKS -----	27	15	33	82	29	6	37	38	37	70	23	23
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	(9)	-	(9)	(9)	-	-
5 WEEKS -----	1	-	1	-	3	-	-	-	-	-	-	-
20 YEARS OF SERVICE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	23	28	20	-	12	51	11	17	10	-	9	31
3 WEEKS -----	33	35	31	7	40	29	35	34	36	5	54	26
OVER 3 AND UNDER 4 WEEKS -----	(9)	1	-	-	-	-	1	-	2	-	-	15
4 WEEKS -----	27	24	29	42	38	6	44	46	44	63	33	28
5 WEEKS -----	10	(9)	14	52	5	-	8	1	8	32	4	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	(9)	-	(9)	(9)	-	-
25 YEARS OF SERVICE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	23	28	20	-	12	51	11	17	10	-	9	31
3 WEEKS -----	30	35	28	7	30	29	33	34	33	5	37	26
OVER 3 AND UNDER 4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	24	22	25	19	44	6	38	43	37	34	41	28
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	2	-	3	-	-	15
5 WEEKS -----	8	2	11	29	9	-	9	4	10	31	13	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	(9)	-	(9)	(9)	-	-
6 WEEKS -----	7	-	11	46	-	-	6	-	7	30	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Miami, Fla., October 1975—Continued

Item	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED												
30 YEARS OF SERVICE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	23	28	20	-	12	51	11	17	10	-	9	31
3 WEEKS -----	30	35	28	7	30	29	33	34	33	5	37	26
OVER 3 AND UNDER 4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	23	22	24	12	44	6	34	43	32	15	41	28
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	1	-	2	-	-	15
5 WEEKS -----	9	2	12	36	9	-	14	4	15	49	13	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	(9)	-	(9)	(9)	-	-
6 WEEKS -----	7	-	11	46	-	-	6	-	7	30	-	-
MAXIMUM VACATION AVAILABLE:												
1 WEEK -----	5	11	2	-	1	5	(9)	2	(9)	-	-	(9)
OVER 1 AND UNDER 2 WEEKS -----	(9)	-	(9)	-	-	(9)	-	-	-	-	-	-
2 WEEKS -----	23	28	20	-	12	51	11	17	10	-	9	31
3 WEEKS -----	30	35	28	7	30	29	33	34	33	5	37	26
OVER 3 AND UNDER 4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	23	22	24	12	44	6	34	43	32	15	41	28
5 WEEKS -----	9	2	12	36	9	-	13	4	15	49	13	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	1	-	2	(9)	-	15
6 WEEKS -----	7	-	11	46	-	-	6	-	7	30	-	-
OVER 6 AND UNDER 7 WEEKS -----	-	-	-	-	-	-	1	-	1	-	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Miami, Fla., October 1975

Item	Plant workers						Office workers					
	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services	All industries	Manu- facturing	Nonmanu- facturing	Public utilities	Retail trade	Services
PERCENT OF WORKERS												
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	94	92	95	100	95	89	99	99	99	100	97	99
LIFE INSURANCE -----	89	83	91	100	89	89	98	93	99	100	92	99
NONCONTRIBUTORY PLANS -----	62	57	65	85	52	67	74	56	76	72	44	84
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	65	68	64	60	52	80	82	80	82	66	58	79
NONCONTRIBUTORY PLANS -----	45	47	44	46	28	61	60	45	62	39	24	65
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	66	55	71	96	70	38	87	77	88	96	88	57
SICKNESS AND ACCIDENT INSURANCE -----	32	35	30	49	26	19	29	49	27	34	34	20
NONCONTRIBUTORY PLANS -----	24	28	23	47	11	15	23	32	21	34	12	18
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	40	33	44	70	36	19	72	59	73	67	49	54
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	11	6	13	22	20	-	10	9	10	27	24	-
LONG-TERM DISABILITY INSURANCE -----	12	7	15	42	3	9	28	20	29	46	4	44
NONCONTRIBUTORY PLANS -----	8	1	11	35	2	4	21	5	24	38	2	37
HOSPITALIZATION INSURANCE -----	93	92	93	100	92	86	99	99	99	100	96	99
NONCONTRIBUTORY PLANS -----	55	54	56	85	33	62	65	46	67	71	31	84
SURGICAL INSURANCE -----	93	92	93	100	92	86	99	99	99	100	96	99
NONCONTRIBUTORY PLANS -----	55	54	56	85	33	62	65	46	67	71	31	84
MEDICAL INSURANCE -----	90	91	89	100	83	82	98	99	97	100	87	94
NONCONTRIBUTORY PLANS -----	54	52	55	85	33	58	64	46	67	71	31	79
MAJOR MEDICAL INSURANCE -----	81	81	80	100	83	53	96	97	96	100	93	86
NONCONTRIBUTORY PLANS -----	45	45	45	83	28	31	62	43	65	70	31	71
DENTAL INSURANCE -----	19	11	23	53	10	21	17	24	16	32	8	10
NONCONTRIBUTORY PLANS -----	18	10	22	52	8	21	15	23	14	32	5	10
RETIREMENT PENSION -----	55	29	68	92	69	52	80	57	83	94	74	67
NONCONTRIBUTORY PLANS -----	49	26	60	81	56	51	74	48	78	84	59	66

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas—New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Orlando, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies for approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Miami, Fla.,¹ October 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	1,436	228	253,771	100	155,142	41,622	116,556
MANUFACTURING -----	50	454	63	65,730	26	50,680	4,948	21,033
NONMANUFACTURING -----	-	982	165	188,041	74	104,462	36,674	95,523
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	99	27	49,076	19	24,218	8,777	41,102
WHOLESALE TRADE -----	50	161	21	17,681	7	(⁶)	(⁶)	3,766
RETAIL TRADE -----	50	290	46	57,166	23	40,420	5,597	31,849
FINANCE, INSURANCE, AND REAL ESTATE -----	50	191	25	27,192	11	(⁷)	(⁶)	5,632
SERVICES ⁸ -----	50	241	46	36,926	15	24,971	3,891	13,174
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	50	44	89,108	100	50,763	14,537	85,740
MANUFACTURING -----	500	15	12	15,150	17	11,051	1,809	13,587
NONMANUFACTURING -----	-	35	32	73,958	83	39,712	12,728	72,153
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	8	8	37,674	42	17,141	6,974	37,674
WHOLESALE TRADE -----	500	1	1	552	1	(⁶)	(⁶)	552
RETAIL TRADE -----	500	17	15	28,108	32	18,533	3,076	26,981
FINANCE, INSURANCE, AND REAL ESTATE -----	500	3	2	2,286	3	(⁷)	(⁶)	1,608
SERVICES ⁸ -----	500	6	6	5,338	6	3,616	1,100	5,338

¹ The Miami Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Dade County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the study.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. Miami's transit system is municipally operated and is excluded by definition from the scope of the study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

One-fourth of the workers within scope of the survey in the Miami area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Apparel and other textile products..... 22	Women's and misses' outerwear..... 14
Food and kindred products..... 10	Fabricated structural metal products..... 8
Fabricated metal products..... 10	
Printing and publishing..... 6	
Leather and leather products... 6	
Stone, clay, and glass products..... 5	
Machinery, except electrical.. 5	
Electrical equipment and supplies..... 5	
Transportation equipment..... 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Miami, Fla., October 1975:

	Plant workers	Office workers
All industries.....	30	8
Manufacturing.....	18	2
Nonmanufacturing.....	36	9
Public utilities.....	85	39
Retail trade.....	12	-
Services.....	38	-

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions though previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of program with the characteristics described for class A. May assist a higher level operator by independent, performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, sing. arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

ANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Carden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Okla. City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
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Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1974 ¹	1850-13, 80 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Jansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Jewell-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Kingston-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1974 ¹	1850-12, 80 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Libourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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AREA WAGE SURVEY

San Diego, California, Metropolitan Area
November 1975

Bulletin 1850-77



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a November 1975 survey of occupational earnings in the San Diego, California, Standard Metropolitan Statistical Area (San Diego County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The San Diego survey was conducted by the Bureau's regional office in San Francisco, Calif., under the general direction of Milton Keenan, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings in the San Diego area is available for selected laundry and dry cleaning occupations (November 1975). Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-77
March 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

San Diego, California, Metropolitan Area, November 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in San Diego, Calif., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270						
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and		
						90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	over						
ALL WORKERS																																
SECRETARIES, ACCOUNTING, CLASS A -----	567	40.0	\$ 163.00	\$ 162.00	\$ 134.50-188.00	-	-	-	22	13	54	69	42	55	100	45	40	41	52	3	23	6	2	-	-	-	-					
MANUFACTURING -----	235	40.0	162.50	162.50	144.00-172.50	-	-	-	22	11	3	20	7	46	57	16	9	14	1	1	21	5	2	-	-	-	-					
NONMANUFACTURING -----	332	40.0	163.50	162.00	134.50-189.00	-	-	-	-	2	51	49	35	9	43	29	31	27	51	2	2	1	-	-	-	-	-					
SECRETARIES, ACCOUNTING, CLASS B -----	669	39.5	130.00	126.50	104.50-145.00	24	14	35	95	102	106	56	86	68	20	44	6	7	2	-	4	-	-	-	-	-	-					
MANUFACTURING -----	124	39.5	134.50	140.00	104.00-144.00	3	11	-	22	12	2	11	38	9	1	2	-	7	2	-	4	-	-	-	-	-	-					
NONMANUFACTURING -----	545	39.5	129.00	126.50	110.00-147.00	21	3	35	73	90	104	45	48	59	19	42	6	-	-	-	-	-	-	-	-	-	-					
SECRETARIES, FILE, CLASS B -----	246	39.5	109.00	109.50	97.50-113.00	-	28	68	27	94	18	-	4	1	-	1	3	-	1	-	1	-	-	-	-	-	-					
NONMANUFACTURING -----	236	39.5	106.00	109.00	97.50-113.00	-	28	68	27	94	18	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-					
SECRETARIES, FILE, CLASS C -----	162	39.5	98.00	93.00	93.00-96.00	3	111	8	32	-	-	2	1	-	1	4	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	155	39.5	97.00	93.00	93.00-96.00	-	111	8	32	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-					
SECRETARIES, ORDER -----	83	40.0	135.50	111.00	111.00-160.50	-	-	2	12	36	10	-	2	-	-	7	-	-	-	14	-	-	-	-	-	-	-					
MANUFACTURING -----	69	40.0	119.50	111.00	111.00-125.00	-	-	2	12	36	10	-	2	-	-	7	-	-	-	-	-	-	-	-	-	-	-					
SECRETARIES, PAYROLL -----	200	39.5	156.50	158.00	131.00-167.00	-	-	-	11	20	20	19	22	9	53	2	6	11	14	5	6	-	-	-	-	-	2					
MANUFACTURING -----	64	40.0	182.50	167.00	164.50-208.50	-	-	-	-	-	3	-	-	6	26	1	1	4	12	5	6	-	-	-	-	-	-					
NONMANUFACTURING -----	136	39.5	144.00	142.00	121.00-162.00	-	-	-	11	20	17	19	22	3	27	1	5	7	2	-	-	-	-	-	-	-	2					
PUNCH OPERATORS, CLASS A -----	367	40.0	163.50	159.50	144.00-176.00	-	-	-	-	6	25	38	67	48	68	31	10	17	-	43	1	6	7	-	-	-	-					
MANUFACTURING -----	151	40.0	186.00	185.00	161.00-218.00	-	-	-	-	-	1	10	11	10	27	13	6	16	-	43	1	6	7	-	-	-	-					
NONMANUFACTURING -----	216	39.5	148.00	149.00	135.00-163.50	-	-	-	-	6	24	28	56	38	41	18	4	1	-	-	-	-	-	-	-	-	-					
PUNCH OPERATORS, CLASS B -----	204	40.0	146.50	138.50	117.50-174.50	-	-	-	10	56	22	15	35	7	2	7	14	20	15	-	1	-	-	-	-	-	-					
MANUFACTURING -----	42	39.5	147.50	140.50	122.00-144.50	-	-	-	-	10	6	3	13	1	-	-	-	7	1	-	1	-	-	-	-	-	-					
NONMANUFACTURING -----	162	40.0	146.00	137.00	115.00-174.50	-	-	-	10	46	16	12	22	6	2	7	14	13	14	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	39	40.0	189.00	197.00	175.50-202.50	-	-	-	-	-	-	-	1	2	2	7	4	9	14	-	-	-	-	-	-	-	-					
SENGERS -----	91	39.0	121.50	124.50	104.00-136.00	4	2	-	29	9	14	19	9	2	1	-	1	1	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	62	39.5	116.50	110.00	104.00-126.00	4	2	-	25	9	8	7	2	2	1	-	1	1	-	-	-	-	-	-	-	-	-					
SECRETARIES -----	1,902	40.0	186.00	180.00	155.50-211.00	-	-	-	3	16	35	131	120	221	172	243	159	170	130	97	69	157	60	63	34	22	-					
MANUFACTURING -----	789	40.0	201.00	198.00	175.00-234.50	-	-	-	-	-	9	16	42	30	48	82	67	119	69	49	31	114	44	46	12	11	-					
NONMANUFACTURING -----	1,113	40.0	175.50	170.00	154.00-194.00	-	-	-	3	16	26	115	78	191	124	161	92	51	61	48	38	43	16	17	22	11	-					
PUBLIC UTILITIES -----	81	40.0	207.50	213.00	186.00-248.50	-	-	-	-	-	-	8	-	-	-	12	-	7	7	5	11	5	4	2	13	7	-					
SECRETARIES, CLASS A -----	130	40.0	199.00	193.50	167.50-230.00	-	-	-	-	-	8	-	-	15	13	6	15	20	7	1	6	19	8	-	5	7	-					
MANUFACTURING -----	54	40.0	208.50	207.50	195.00-242.00	-	-	-	-	-	8	-	-	-	-	-	3	13	7	1	4	3	7	-	5	3	-					
NONMANUFACTURING -----	76	40.0	192.00	184.00	167.00-230.00	-	-	-	-	-	-	-	-	15	13	6	12	7	-	-	2	16	1	-	-	-	4					
SECRETARIES, CLASS B -----	358	40.0	204.50	202.00	177.50-236.50	-	-	-	-	-	1	9	14	42	12	42	22	18	36	36	24	17	6	35	29	15	-					
MANUFACTURING -----	131	40.0	215.50	214.00	197.00-250.50	-	-	-	-	-	-	-	11	-	-	7	11	13	13	13	17	8	5	18	7	8	-					
NONMANUFACTURING -----	227	40.0	198.00	192.00	168.00-222.50	-	-	-	-	-	1	9	3	42	12	35	11	5	23	23	7	9	1	17	22	7	-					
PUBLIC UTILITIES -----	32	40.0	247.00	259.00	237.00-257.00	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	3	4	1	13	7	-	-					
SECRETARIES, CLASS C -----	789	40.0	184.50	179.50	161.00-205.00	-	-	-	-	9	10	46	47	77	68	139	66	79	71	53	29	35	30	28	-	-	-					
MANUFACTURING -----	333	40.0	200.50	196.00	174.50-213.00	-	-	-	-	-	-	-	2	9	23	50	34	64	47	35	8	17	16	28	-	-	-					
NONMANUFACTURING -----	456	39.5	172.50	170.00	151.50-183.00	-	-	-	-	9	10	46	45	68	45	89	34	15	24	18	21	18	14	-	-	-	-					
PUBLIC UTILITIES -----	33	40.0	186.00	192.50	180.00-216.00	-	-	-	-	-	-	8	-	-	-	-	7	2	5	8	2	-	1	-	-	-	-					
SECRETARIES, CLASS D -----	625	40.0	175.50	168.00	144.50-196.50	-	-	-	3	7	16	76	59	87	79	56	54	53	16	7	10	86	16	-	-	-	-					
MANUFACTURING -----	271	40.0	193.50	190.00	161.00-234.50	-	-	-	-	-	1	16	29	21	25	25	19	29	2	-	2	86	16	-	-	-	-					
NONMANUFACTURING -----	354	40.0	161.50	157.50	144.00-174.00	-	-	-	3	7	15	60	30	66	54	31	35	24	14	7	8	-	-	-	-	-	-					

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in San Diego, Calif., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270						
						90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	over						
ALL WORKERS-- CONTINUED																																
STENOGRAPHERS, GENERAL -----	254	40.0	\$ 167.00	\$ 168.00	\$ 134.00-190.00	-	-	-	-	9	43	20	19	18	29	22	30	16	12	29	3	4	-	-	-	-	-	-	-	-		
MANUFACTURING -----	154	40.0	175.50	169.50	150.00-204.00	-	-	-	-	1	9	20	9	14	25	8	16	11	5	29	3	4	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	100	40.0	153.50	146.50	125.50-181.00	-	-	-	-	8	34	-	10	4	4	14	14	5	7	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	40	40.0	183.50	185.00	174.50-197.00	-	-	-	-	-	-	-	1	1	2	11	13	5	7	-	-	-	-	-	-	-	-	-	-	-		
STENOGRAPHERS, SENIOR -----	500	40.0	173.50	165.50	146.50-205.00	-	-	-	-	24	7	74	27	93	47	23	41	18	39	2	90	2	13	-	-	-	-	-	-	-		
MANUFACTURING -----	216	40.0	195.00	197.00	167.00-223.50	-	-	-	-	-	-	13	4	29	21	18	19	5	-	2	90	2	13	-	-	-	-	-	-	-		
NONMANUFACTURING -----	284	40.0	157.50	153.00	134.50-183.00	-	-	-	-	24	7	61	23	64	26	5	22	13	39	-	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS -----	359	39.5	120.00	100.00	97.50-135.00	25	54	48	110	9	12	14	24	4	1	9	20	11	2	13	-	3	-	-	-	-	-	-	-	-		
MANUFACTURING -----	66	39.0	168.00	183.50	125.50-193.00	-	11	-	-	4	4	3	-	-	-	4	14	10	1	12	-	3	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	293	40.0	109.50	100.00	95.00-109.00	25	43	48	110	5	8	11	24	4	1	5	6	1	1	1	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS-	292	40.0	140.00	128.50	121.00-155.00	-	-	22	21	11	94	39	2	43	4	21	10	1	8	1	9	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	129	40.0	143.00	128.00	124.00-150.00	-	-	-	-	9	3	65	9	2	11	4	2	15	-	-	9	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	163	40.0	137.50	134.00	115.00-155.00	-	-	22	12	8	29	30	-	32	-	19	1	1	8	1	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	29	40.0	161.00	151.50	134.00-201.50	-	-	-	-	-	-	12	-	7	-	-	1	1	8	-	-	-	-	-	-	-	-	-	-	-		
TYPISTS, CLASS A -----	306	40.0	152.00	152.00	134.00-161.00	-	-	-	12	19	34	43	24	77	35	21	10	6	3	2	14	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	267	40.0	146.50	151.50	130.00-161.00	-	-	-	12	19	34	43	21	68	34	16	14	3	2	-	1	-	-	-	-	-	-	-	-	-		
TYPISTS, CLASS B -----	418	40.0	111.00	103.50	90.50-120.00	-	-	192	60	44	64	38	4	6	5	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in San Diego, Calif., November 1975

[illegible]

* Workers were distributed as follows: 3 at \$110 to \$120; and 3 at \$120 to \$130.

** Workers were distributed as follows: 17 at \$360 to \$380; 7 at \$380 to \$400; 4 at \$400 to \$420; 1 at \$420 to \$440; 1 at \$440 to \$460; and 1 at \$460 to \$480.

*** Workers were distributed as follows: 4 at \$400 to \$420; 1 at \$420 to \$440; and 1 at \$460 to \$480.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in San Diego, Calif., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
MESSENGERS -----	37	39.0	\$ 125.50	SECRETARIES - CONTINUED				COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	85	39.5	\$ 240.50
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS C -----	789	40.0	184.50	MANUFACTURING -----	56	40.0	254.50
CLERKS, ACCOUNTING, CLASS A -----	543	40.0	163.00	MANUFACTURING -----	333	40.0	200.50	NONMANUFACTURING -----	29	38.5	213.50
MANUFACTURING -----	229	40.0	162.50	NONMANUFACTURING -----	456	39.5	172.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	42	39.5	178.00
NONMANUFACTURING -----	314	40.0	163.00	PUBLIC UTILITIES -----	33	40.0	186.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	67	40.0	353.50
CLERKS, ACCOUNTING, CLASS B -----	652	39.5	128.50	SECRETARIES, CLASS O -----	625	40.0	175.50	MANUFACTURING -----	49	40.0	355.00
MANUFACTURING -----	120	39.5	132.50	MANUFACTURING -----	271	40.0	193.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	59	40.0	301.50
NONMANUFACTURING -----	532	39.5	128.00	NONMANUFACTURING -----	354	40.0	161.50	NONMANUFACTURING -----	43	40.0	295.50
CLERKS, FILE, CLASS B -----	243	39.5	108.00	STENOGRAPHERS, GENERAL -----	241	40.0	166.00	ORAFTERS, CLASS A -----	314	40.0	281.50
NONMANUFACTURING -----	235	39.5	106.00	MANUFACTURING -----	154	40.0	175.50	MANUFACTURING -----	226	40.0	280.50
CLERKS, FILE, CLASS C -----	162	39.5	98.00	NONMANUFACTURING -----	87	40.0	148.00	ORAFTERS, CLASS B -----	191	40.0	224.50
NONMANUFACTURING -----	155	39.5	97.00	STENOGRAPHERS, SENIOR -----	500	40.0	173.50	MANUFACTURING -----	122	40.0	225.50
CLERKS, PAYROLL -----	195	39.5	155.00	MANUFACTURING -----	216	40.0	195.00	NONMANUFACTURING -----	69	40.0	222.50
MANUFACTURING -----	63	40.0	182.50	NONMANUFACTURING -----	284	40.0	157.50	ORAFTERS, CLASS C -----	43	40.0	183.50
NONMANUFACTURING -----	132	39.5	141.50	SWITCHBOARD OPERATORS -----	357	39.5	120.50	ELECTRONICS TECHNICIANS -----	1,345	40.0	211.00
KEYPUNCH OPERATORS, CLASS A -----	366	40.0	163.50	MANUFACTURING -----	66	39.0	168.00	MANUFACTURING -----	1,309	40.0	210.00
MANUFACTURING -----	150	40.0	186.00	NONMANUFACTURING -----	291	40.0	109.50	ELECTRONICS TECHNICIANS, CLASS A -----	495	40.0	239.00
NONMANUFACTURING -----	216	39.5	148.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	282	40.0	138.00	MANUFACTURING -----	474	40.0	238.00
KEYPUNCH OPERATORS, CLASS B -----	185	40.0	142.00	MANUFACTURING -----	129	40.0	143.00	ELECTRONICS TECHNICIANS, CLASS B -----	617	40.0	203.50
MANUFACTURING -----	42	39.5	147.50	NONMANUFACTURING -----	153	40.0	133.50	MANUFACTURING -----	602	40.0	203.00
NONMANUFACTURING -----	143	40.0	140.00	TYPISTS, CLASS A -----	303	40.0	151.50	ELECTRONICS TECHNICIANS, CLASS C -----	233	40.0	171.00
MESSENGERS -----	54	39.0	119.00	NONMANUFACTURING -----	264	40.0	146.00	MANUFACTURING -----	233	40.0	171.00
NONMANUFACTURING -----	39	39.5	115.00	TYPISTS, CLASS B -----	418	40.0	111.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
SECRETARIES -----	1,888	40.0	86.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				COMPUTER OPERATORS, CLASS B -----	42	40.0	176.00
MANUFACTURING -----	789	40.0	201.00	COMPUTER OPERATORS, CLASS A -----	74	39.5	229.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	25	40.0	238.50
NONMANUFACTURING -----	1,099	40.0	174.50	MANUFACTURING -----	37	40.0	228.50	ELECTRONICS TECHNICIANS, MANUFACTURING -----	44	40.0	164.00
SECRETARIES, CLASS A -----	130	40.0	199.00	COMPUTER OPERATORS, CLASS B -----	88	40.0	181.00				
MANUFACTURING -----	54	40.0	208.50	MANUFACTURING -----	43	40.0	201.00				
NONMANUFACTURING -----	76	40.0	192.00	NONMANUFACTURING -----	45	40.0	162.50				
SECRETARIES, CLASS B -----	344	40.0	203.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	63	40.0	287.50				
MANUFACTURING -----	131	40.0	215.50	MANUFACTURING -----	42	40.0	304.00				
NONMANUFACTURING -----	213	40.0	195.00								

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in San Diego, Calif., November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																												
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.70	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00							
					Under and \$ 4.80																												
						4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.70	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	over						
ALL WORKERS																																	
CARPENTERS, MAINTENANCE -----	41	\$ 6.33	\$ 6.38	\$ 6.13- 6.49	-	-	-	-	-	1	1	-	-	-	-	2	10	12	8	5	2	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	33	6.25	6.38	6.13- 6.49	-	-	-	-	-	1	1	-	-	-	-	2	9	11	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS, MAINTENANCE -----	223	7.08	7.05	6.63- 7.72	-	1	-	-	-	-	4	-	1	-	8	5	-	8	25	20	33	24	15	-	72	2	5						
MANUFACTURING -----	144	6.77	6.87	6.57- 7.05	-	-	-	-	-	-	4	-	-	-	8	5	-	8	25	20	32	23	15	-	-	-	-	4					
ENGINEERS, STATIONARY -----	40	6.41	6.57	5.82- 6.62	-	-	-	1	1	-	-	-	-	1	-	8	-	-	14	10	2	1	1	1	-	-	-	-	-	-	-	-	-
HELPERS, MAINTENANCE TRADES -----	26	5.12	5.27	4.51- 5.75	*9	-	-	-	-	9	-	-	-	-	7	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	26	5.12	5.27	4.51- 5.75	9	-	-	-	-	9	-	-	-	-	7	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	36	6.59	6.57	6.15- 6.95	-	-	-	-	-	-	-	-	-	-	-	-	13	1	5	2	13	1	1	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	213	6.49	6.48	5.00- 7.47	-	11	-	63	-	-	-	-	-	1	8	3	7	10	8	13	26	1	8	6	-	1	**47						
MANUFACTURING -----	83	7.19	7.20	6.07- 8.58	-	11	-	-	-	-	-	-	-	1	8	-	5	10	1	-	1	-	7	-	-	-	39						
NONMANUFACTURING -----	130	6.04	5.98	5.00- 6.95	-	-	-	63	-	-	-	-	-	-	-	3	2	-	7	13	25	1	1	6	-	1	8						
PUBLIC UTILITIES -----	112	5.99	5.00	5.00- 6.95	-	-	-	60	-	-	-	-	-	-	-	-	-	-	4	10	24	-	-	5	-	1	8						
MECHANICS, MAINTENANCE -----	234	6.52	6.49	6.23- 6.78	-	-	-	-	-	2	-	1	-	26	6	12	5	55	53	20	27	-	-	-	-	22	-	5					
MANUFACTURING -----	202	6.48	6.49	6.23- 6.57	-	-	-	-	-	2	-	-	-	25	6	12	5	50	53	15	8	-	-	-	-	21	-	5					
PAINTERS, MAINTENANCE -----	49	6.12	6.13	5.96- 6.53	2	-	-	-	-	2	-	1	-	-	-	10	12	3	17	2	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	30	6.00	6.13	5.87- 6.13	-	-	-	-	-	2	-	1	-	-	-	10	12	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS -----	130	6.71	6.79	6.51- 6.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	35	30	-	4	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	130	6.71	6.79	6.51- 6.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	61	35	30	-	4	-	-	-	-	-	-	-	-	-	-

* Workers were distributed as follows: 3 at \$ 3.90 to \$ 4; 1 at \$ 4 to \$ 4.10; 2 at \$ 4.30 to \$ 4.40; 1 at \$ 4.40 to \$ 4.50; and 2 at \$ 4.50 to \$ 4.60.
** Workers were distributed as follows: 1 at \$ 8 to \$ 8.20; 7 at \$ 8.20 to \$ 8.40; and 39 at \$ 8.40 to \$ 8.60.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in San Diego, Calif., November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40 and over			
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	over			
ALL WORKERS																														
GUARDS AND WATCHMEN -----	1,091	\$ 2.71	\$ 2.15	\$ 2.15- 2.91	696	76	23	21	32	6	22	20	22	13	8	6	24	-	74	6	3	5	10	24	-	-	-	-		
MANUFACTURING -----	171	4.08	4.58	3.00- 4.83	-	-	16	5	27	1	11	3	2	7	2	3	23	-	61	-	-	-	10	-	-	-	-	-		
NONMANUFACTURING -----	920	2.46	2.15	2.15- 2.18	696	76	7	16	5	5	11	17	20	6	6	3	1	-	13	6	3	5	-	24	-	-	-	-		
GUARDS: -----																														
MANUFACTURING -----	171	4.08	4.58	3.00- 4.83	-	-	16	5	27	1	11	3	2	7	2	3	23	-	61	-	-	-	10	-	-	-	-	-		
JANITORS, PORTERS, AND CLEANERS ---	1,531	3.66	3.48	3.24- 3.97	-	47	110	86	43	88	202	420	24	143	10	69	21	38	62	16	104	-	20	28	-	-	-	-		
MANUFACTURING -----	336	4.57	4.92	3.74- 5.24	-	-	21	-	12	6	11	19	17	11	7	17	6	32	19	12	104	-	14	28	-	-	-	-		
NONMANUFACTURING -----	1,195	3.40	3.48	3.00- 3.50	-	47	89	86	31	82	191	401	7	132	3	52	15	6	43	4	-	-	6	-	-	-	-			
LABORERS, MATERIAL HANDLING -----	273	4.70	4.57	4.16- 4.71	-	-	2	1	-	-	-	-	1	-	81	1	67	83	-	1	1	-	-	-	-	-	-	*38		
RECEIVING CLERKS -----	105	4.97	5.51	4.65- 5.82	-	10	-	-	-	8	4	-	2	-	2	-	-	2	2	1	9	31	6	22	2	-	-	4		
MANUFACTURING -----	26	5.42	5.45	5.36- 5.73	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	9	7	6	-	2	-	-	-		
NONMANUFACTURING -----	79	4.82	5.59	3.21- 5.82	-	10	-	-	-	7	4	-	2	-	2	-	-	1	2	1	-	24	-	22	-	-	-	4		
SHIPPING CLERKS -----	62	5.39	5.59	5.36- 5.59	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	9	11	39	-	-	-	-	-	-		
SHIPPING AND RECEIVING CLERKS -----	175	4.71	4.58	4.09- 5.45	-	-	-	-	-	8	1	10	3	2	37	4	27	4	7	12	1	35	18	-	-	-	-	-		
MANUFACTURING -----	95	4.61	4.58	4.00- 5.45	-	-	-	-	-	8	1	4	3	-	13	2	19	4	4	9	1	27	-	-	-	-	-	-		
NONMANUFACTURING -----	80	4.83	4.45	4.09- 5.69	-	-	-	-	-	-	-	6	-	2	24	2	8	-	3	3	-	8	18	-	-	-	-	-		
TRUCKDRIVERS -----	1,673	5.84	5.27	5.06- 7.15	14	38	-	-	-	20	54	29	21	13	32	4	22	8	6	282	362	28	87	39	17	125**47	-	-		
MANUFACTURING -----	709	6.61	6.73	5.06- 8.21	-	-	-	-	-	-	14	-	-	-	10	5	4	18	8	-	226	-	12	12	18	10	12	360		
NONMANUFACTURING -----	964	5.27	5.27	5.10- 5.86	14	38	-	-	-	20	40	29	21	3	27	-	4	-	6	56	362	16	75	21	7	113	112	-		
PUBLIC UTILITIES -----	219	6.69	6.21	6.21- 7.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	16	1	19	-	113	68	-		
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	180	5.04	5.60	2.25- 5.60	14	38	-	-	-	-	4	-	-	-	2	-	6	4	-	-	-	-	70	-	-	-	-	4		
NONMANUFACTURING -----	164	5.12	5.60	2.25- 7.97	14	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	70	-	-	-	-	4		
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	545	4.87	5.06	4.00- 5.10	-	-	-	-	-	20	50	29	21	3	23	-	12	4	-	282	16	25	-	-	-	-	24	36		
NONMANUFACTURING -----	254	4.60	4.00	3.50- 5.30	-	-	-	-	-	20	40	29	21	3	20	-	-	-	-	56	16	15	-	-	-	-	12	28		
PUBLIC UTILITIES -----	49	6.83	6.30	5.58- 7.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	-	-	12	28		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	594	5.78	5.27	5.27- 6.21	-	-	-	-	-	-	-	-	-	10	-	-	4	-	6	-	344	2	13	15	17	89	94	-		
MANUFACTURING -----	98	6.74	7.25	5.87- 8.21	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	2	9	11	10	-	56	-		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	319	8.03	8.21	8.21- 8.35	-	-	-	-	-	-	-	-	-	-	7	4	-	-	-	-	-	-	1	-	-	8	29	-		
TRUCKERS, POWER (FORKLIFT) -----	177	5.40	5.45	5.32- 5.58	-	-	-	-	-	-	-	-	-	-	4	10	11	-	4	-	36	75	23	1	-	-	-	1		
MANUFACTURING -----	111	5.42	5.45	5.45- 5.58	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	1	75	23	1	-	-	-	-		
WAREHOUSEMEN -----	571	4.38	4.10	3.40- 5.22	-	-	2	4	22	52	28	119	8	47	12	6	21	21	19	64	42	47	-	7	-	-	-	50		
NONMANUFACTURING -----	489	4.24	3.95	3.40- 5.10	-	-	2	4	22	52	21	119	8	47	12	3	18	21	19	58	17	9	-	7	-	-	-	50		

* Workers were at \$6.40 to \$6.60.

** Workers were distributed as follows: 3 at \$6.40 to \$6.60; 14 at \$6.60 to \$6.80; 42 at \$7 to \$7.20; 29 at \$7.20 to \$7.40; 1 at \$7.60 to \$7.80; 64 at \$7.80 to \$8; 317 at \$8.20 to \$8.40; and 2 at \$8.40 to \$8.60.

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in San Diego, Calif., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	41	\$ 6.33	RECEIVING CLERKS -----	101	\$ 4.95
MANUFACTURING -----	33	6.25	NONMANUFACTURING -----	79	4.82
ELECTRICIANS, MAINTENANCE -----	223	7.08	SHIPPING AND RECEIVING CLERKS -----	168	4.74
MANUFACTURING -----	144	6.77	MANUFACTURING -----	91	4.63
ENGINEERS, STATIONARY -----	40	6.41	NONMANUFACTURING -----	77	4.86
HELPERS, MAINTENANCE TRADES -----	26	5.12	TRUCKDRIVERS -----	1,648	5.84
MANUFACTURING -----	26	5.12	MANUFACTURING -----	708	6.61
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	213	6.49	NONMANUFACTURING -----	940	5.26
MANUFACTURING -----	83	7.19	PUBLIC UTILITIES -----	196	6.80
NONMANUFACTURING -----	130	6.04	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	180	5.04
PUBLIC UTILITIES -----	112	5.99	NONMANUFACTURING -----	164	5.12
MECHANICS, MAINTENANCE -----	234	6.52	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	542	4.87
MANUFACTURING -----	202	6.48	NONMANUFACTURING -----	252	4.59
PAINTERS, MAINTENANCE -----	49	6.12	PUBLIC UTILITIES -----	47	6.88
MANUFACTURING -----	30	6.00	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	593	5.78
TOOL AND DIE MAKERS -----	130	6.71	MANUFACTURING -----	98	6.74
MANUFACTURING -----	130	6.71	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	319	8.03
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKERS, POWER (FORKLIFT) -----	174	5.40
GUARDS AND WATCHMEN -----	1,003	2.75	MANUFACTURING -----	110	5.42
MANUFACTURING -----	168	4.07	WAREHOUSEMEN -----	549	4.38
NONMANUFACTURING -----	835	2.48	NONMANUFACTURING -----	472	4.25
GUARDS: MANUFACTURING -----	168	4.07	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
JANITORS, PORTERS, AND CLEANERS -----	1,450	3.65	JANITORS, PORTERS, AND CLEANERS -----	80	3.84
MANUFACTURING -----	312	4.54	NONMANUFACTURING -----	56	3.39
NONMANUFACTURING -----	1,138	3.40			
LABORERS, MATERIAL HANDLING -----	273	4.70			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in San Diego, Calif., for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to November 1974	November 1974 to November 1975
All industries:			
Office clerical (men and women).....	5.1	7.7	8.5
Electronic data processing (men and women).....	*	6.8	7.7
Industrial nurses (men and women).....	5.9	6.4	11.4
Skilled maintenance trades (men).....	6.0	8.1	10.4
Unskilled plant workers (men).....	6.2	9.0	7.4
Manufacturing:			
Office clerical (men and women).....	4.8	7.1	10.0
Electronic data processing (men and women).....	*	6.0	8.6
Industrial nurses (men and women).....	5.9	6.1	11.6
Skilled maintenance trades (men).....	6.3	9.6	10.0
Unskilled plant workers (men).....	**	**	**
Nonmanufacturing:			
Office clerical (men and women).....	5.4	8.2	7.7
Electronic data processing (men and women).....	*	7.9	6.5
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	**	**	**

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit; mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Cocoa, Fla.; Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; Poughkeepsie-Kingston-Newburgh, N.Y.; Raleigh-Durham, N.C.; Syracuse, N.Y.; Utica-Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishments and workers within scope of survey and number studied
in San Diego, Calif.,¹ November 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions.....	-	715	127	177,856	100	95,542
Manufacturing.....	50	173	36	65,147	37	41,259
Nonmanufacturing.....	-	542	91	112,709	63	54,283
Transportation, communication, and other public utilities ⁵	50	29	12	16,907	9	15,021
Wholesale trade ⁶	50	61	7	6,874	4	1,081
Retail trade ⁶	50	235	29	46,763	26	22,156
Finance, insurance, and real estate ⁶	50	80	12	21,145	12	8,007
Services ^{6,7}	50	137	31	21,020	12	8,018

¹ The San Diego Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of San Diego County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. San Diego's transit system is municipally operated and is excluded by definition from the scope of the survey.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromechanical typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from inform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE--Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY--Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate, wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level or official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level or official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required data (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the full program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or change and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment. Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts and transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
Alexandria, La.	Lynchburg, Va.
Alpena, Standish, and Tawas City, Mich.	Macon, Ga.
Ann Arbor, Mich.	Madison, Wis.
Asheville, N.C.	Mansfield, Ohio
Atlantic City, N.J.	Marquette, Escanaba, Sault Ste. Marie, Mich.
Augusta, Ga.-S.C.	McAllen-Pharr-Edinburg and Brownsville-
Bakersfield, Calif.	Harlingen-San Benito, Tex.
Baton Rouge, La.	Medford-Klamath Falls-Grants Pass, Oreg.
Battle Creek, Mich.	Meridian, Miss.
Beaumont-Port Arthur-Orange, Tex.	Middlesex, Monmouth, and Ocean Cos., N.J.
Biloxi-Gulfport and Pascagoula, Miss.	Mobile and Pensacola, Ala.-Fla.
Boise City, Idaho	Montgomery, Ala.
Bremerton, Wash.	Nashville-Davidson, Tenn.
Bridgeport, Norwalk, and Stamford, Conn.	New Bern-Jacksonville, N.C.
Brunswick, Ga.	New London-Norwich, Conn.-R.I.
Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
Cedar Rapids, Iowa	Oxnard-Simi Valley-Ventura, Calif.
Champaign-Urbana-Rantoul, Ill.	Panama City, Fla.
Charleston, S.C.	Parkersburg-Marietta, W. Va.-Ohio
Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennewick-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
Fitchburg-Leominster, Mass.	Savannah, Ga.
Fort Smith, Ark.-Okla.	Selma, Ala.
Fort Wayne, Ind.	Sherman-Denison, Tex.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-	Shreveport, La.
Martinsburg, W. Va.	Sioux Falls, S. Dak.
Gadsden and Anniston, Ala.	Spokane, Wash.
Goldsboro, N.C.	Springfield, Ill.
Grand Island-Hastings, Nebr.	Springfield-Chicopee-Holyoke, Mass.-Conn.
Great Falls, Mont.	Stockton, Calif.
Guam, Territory of	Tacoma, Wash.
Harrisburg-Lebanon, Pa.	Tampa-St. Petersburg, Fla.
Huntington-Ashland, W. Va.-Ky.-Ohio	Topeka, Kans.
Knoxville, Tenn.	Tucson, Ariz.
La Crosse, Wis.	Tulsa, Okla.
Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
Las Vegas, Nev.	Waco and Killeen-Temple, Tex.
Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ²	Area	Bulletin number and price ²
Kron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Baumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Cattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1974	Suppl. Free	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Dayton-Port Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Ft. Lauderdale, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-24, 80 cents
Jess City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Jewell-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
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Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Lubbock-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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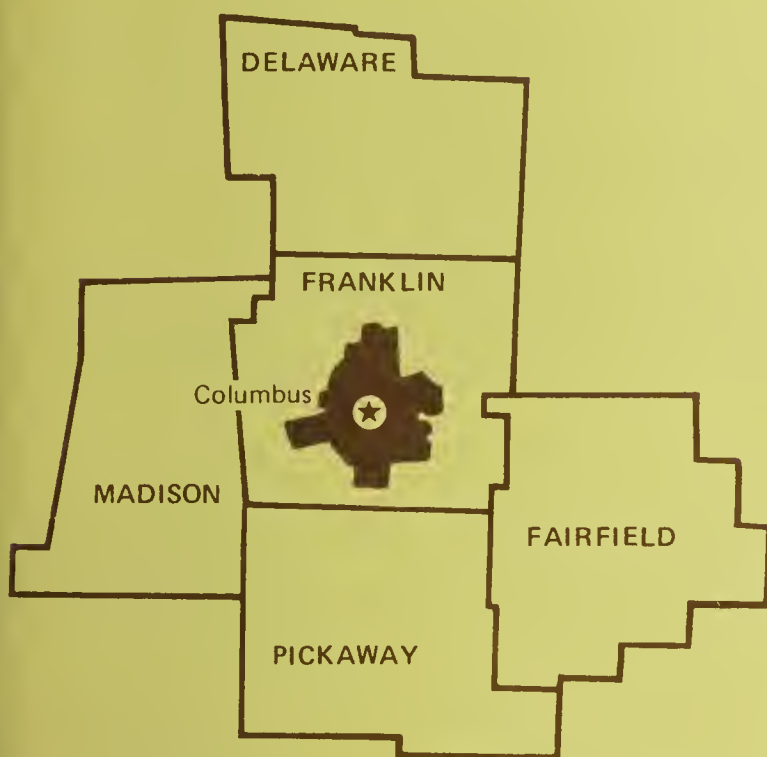


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WAGE SURVEY

Columbus, Ohio, Metropolitan Area
October 1975

Bulletin 1850-78



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Preface

This bulletin provides results of an October 1975 survey of occupational earnings and supplementary wage benefits in the Columbus, Ohio, Standard Metropolitan Statistical Area (Delaware, Fairfield, Franklin, Madison, and Pickaway Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Columbus survey was conducted by the Bureau's regional office in Chicago, Ill. under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings and supplementary wage provisions in the Columbus area is available for the laundry and dry cleaning industry. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-78
April 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Columbus, Ohio, Metropolitan Area, October 1975

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BLS Regional Offices listed on back cover. Price 95 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers and occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						80	85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	and over							
						Under \$ 80	85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	and over							
ALL WORKERS																																	
TELETYPE OPERATORS, MACHINE (BILLING MACHINE) -----	50	40.0	\$ 141.00	\$ 126.50	\$ 120.00-168.00	-	-	-	-	-	1	7	18	2	1	3	12	5	-	1	-	-	-	-	-	-	-	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	64	40.0	127.00	139.00	105.00-145.00	-	-	-	-	-	26	-	5	1	27	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	90	39.0	125.50	129.00	105.00-138.50	-	-	-	4	1	24	10	8	20	13	4	-	3	3	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	59	39.5	128.00	133.00	116.00-136.50	-	-	-	2	-	9	6	7	20	12	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-			
CLERKS, ACCOUNTING, CLASS A -----	508	39.5	169.00	160.00	136.00-197.50	-	-	-	-	-	4	27	45	72	36	69	36	29	27	44	45	32	12	10	6	14							
MANUFACTURING -----	183	39.5	166.00	156.00	135.00-184.00	-	-	-	-	-	3	8	23	17	15	43	12	12	9	7	3	14	-	9	4	4							
NONMANUFACTURING -----	325	39.5	171.00	169.00	138.00-201.00	-	-	-	-	-	1	19	22	55	21	26	24	17	18	37	42	18	12	1	2	10							
PUBLIC UTILITIES -----	57	40.0	200.00	201.00	194.00-202.00	-	-	-	-	-	-	-	-	-	-	-	5	1	1	15	22	12	-	1	-	-	-	-	-				
RETAIL TRADE -----	50	39.5	163.00	155.00	138.00-180.00	-	-	-	-	-	-	-	-	15	3	12	3	3	3	2	7	1	1	-	-	-	-	-	-				
CLERKS, ACCOUNTING, CLASS B -----	1,043	39.5	125.00	121.00	108.50-135.00	-	2	2	45	90	158	173	253	85	89	37	32	43	8	6	8	4	4	-	4	-	-	-	-				
MANUFACTURING -----	283	39.5	132.50	125.50	115.00-144.00	-	2	-	12	12	33	30	92	35	14	15	20	16	3	4	1	2	2	-	1	-	-	-	-				
NONMANUFACTURING -----	760	39.0	122.50	118.00	104.00-132.00	-	-	2	44	78	125	143	161	50	75	22	12	27	5	2	7	2	2	-	3	-	-	-	-				
PUBLIC UTILITIES -----	42	39.5	165.00	174.00	125.00-174.00	-	-	-	-	-	-	6	5	1	3	2	1	16	1	2	2	-	-	-	3	-	-	-	-				
RETAIL TRADE -----	315	40.0	114.00	106.00	97.00-120.00	-	-	1	38	57	70	68	21	14	21	7	7	3	1	-	5	2	-	-	-	-	-	-	-				
CLERKS, FILE, CLASS A -----	136	39.5	152.00	152.00	132.00-168.00	-	-	-	-	-	4	3	20	17	19	19	3	8	2	14	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	133	39.5	151.50	152.00	132.00-168.00	-	-	-	-	-	4	3	20	17	19	19	27	8	2	14	-	-	-	-	-	-	-	-	-				
CLERKS, FILE, CLASS B -----	346	39.0	117.00	112.00	98.50-126.00	-	-	6	48	34	65	75	55	16	12	3	13	10	-	9	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	297	39.0	117.00	113.00	98.50-126.00	-	-	6	42	28	54	64	49	14	7	3	13	8	-	9	-	-	-	-	-	-	-	-	-				
CLERKS, FILE, CLASS C -----	253	38.5	101.00	100.00	86.50-111.50	4	33	35	23	27	63	44	-	8	14	1	-	-	-	1	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	232	38.5	101.50	100.00	86.50-111.50	-	33	35	22	21	57	42	-	6	14	1	-	-	-	1	-	-	-	-	-	-	-	-	-				
CLERKS, ORDER -----	433	39.0	138.00	134.00	121.00-143.50	1	-	1	1	1	22	58	84	107	60	45	22	8	9	-	-	2	-	2	10	-	-	-	-				
MANUFACTURING -----	212	39.0	135.50	136.50	120.00-149.50	-	-	-	-	1	13	39	45	24	38	22	14	8	2	-	-	2	-	-	-	-	-	-	-				
NONMANUFACTURING -----	221	39.5	140.50	134.00	126.00-140.00	1	-	1	1	-	9	19	39	83	22	23	4	-	7	-	-	-	-	-	2	10	-	-	-				
RETAIL TRADE -----	67	39.5	127.00	126.00	110.00-135.00	1	-	1	1	-	2	12	18	22	6	-	4	-	-	-	-	-	-	-	-	-	-	-	-				
CLERKS, PAYROLL -----	181	39.5	161.00	157.00	130.00-192.00	-	-	-	2	-	3	11	26	26	11	12	22	9	6	14	17	17	4	-	1	-	-	-	-				
MANUFACTURING -----	84	39.5	157.50	159.00	124.00-186.50	-	-	-	2	-	2	10	9	13	-	6	10	8	5	3	11	4	-	-	1	-	-	-	-				
NONMANUFACTURING -----	97	39.5	164.50	157.00	134.00-192.00	-	-	-	-	-	1	1	17	13	11	6	12	1	1	11	6	13	4	-	-	-	-	-	-				
TELETYPE OPERATORS, CLASS A -----	632	39.5	156.50	150.50	136.50-170.00	-	-	-	-	-	17	31	47	99	110	102	64	48	24	10	30	35	4	9	2	-	-	-	-				
MANUFACTURING -----	159	39.5	161.00	147.00	134.00-173.50	-	-	-	-	-	-	2	17	32	33	10	18	13	1	-	30	-	1	2	-	-	-	-	-				
NONMANUFACTURING -----	473	39.0	154.50	150.50	136.00-169.00	-	-	-	-	-	17	29	30	67	77	92	46	35	23	10	30	5	4	8	-	-	-	-	-				
TELETYPE OPERATORS, CLASS B -----	947	39.0	125.50	123.00	114.00-133.50	-	-	-	25	12	144	202	254	162	82	31	14	3	8	4	-	-	1	5	-	-	-	-	-				
MANUFACTURING -----	202	39.5	128.50	124.00	116.50-136.00	-	-	-	-	6	29	30	62	37	27	3	1	-	1	-	-	-	1	5	-	-	-	-	-				
NONMANUFACTURING -----	745	38.5	124.50	122.00	114.00-133.50	-	-	-	25	6	115	172	192	125	55	28	13	3	7	4	-	-	-	-	-	-	-	-	-				
PUBLIC UTILITIES -----	47	39.5	153.50	148.00	140.00-175.50	-	-	-	-	-	1	5	2	3	14	3	5	3	7	4	-	-	-	-	-	-	-	-	-				
RETAIL TRADE -----	84	40.0	127.00	127.00	116.00-134.00	-	-	-	-	-	13	12	31	10	11	2	5	-	-	-	-	-	-	-	-	-	-	-	-				
MESSAGERS -----	372	38.5	112.00	105.50	99.00-118.00	-	13	7	23	68	127	47	19	30	11	8	12	-	-	-	7	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	328	38.0	110.00	103.50	99.00-116.00	-	13	5	19	67	112	44	16	25	7	8	11	-	-	-	1	-	-	-	-	-	-	-	-				

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Columbus, Ohio, October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300					
						Under \$ 80	80-85	85-90	90-95	95-100	100-110	110-120	120-130	130-140	140-150	150-160	160-170	170-180	180-190	190-200	200-210	210-220	220-240	240-260	260-280	280-300	and over				
ALL WORKERS-- CONTINUED																															
SECRETARIES -----	2,715	39.5	\$ 171.50	\$ 165.50	\$ 148.00-190.50	-	-	1	-	-	9	51	201	240	295	375	285	333	225	159	134	128	185	56	21	15					
MANUFACTURING -----	896	40.0	180.00	172.50	150.00-214.00	-	-	-	-	-	2	26	57	65	67	124	82	78	58	48	49	56	136	29	6	13					
NONMANUFACTURING -----	1,819	39.0	167.00	163.50	146.00-184.00	-	-	1	-	-	7	25	144	175	228	251	203	255	167	111	85	72	49	29	15	2					
PUBLIC UTILITIES -----	174	39.5	193.00	190.00	158.00-223.00	-	-	-	-	-	-	-	10	10	12	18	7	8	19	24	8	10	21	16	9	2					
RETAIL TRADE -----	177	40.0	165.00	160.00	143.00-181.00	-	-	-	-	-	-	6	4	26	22	28	18	26	12	7	6	15	3	4	-						
SECRETARIES, CLASS A -----	207	39.0	196.00	182.50	167.00-221.50	-	-	-	-	-	-	-	10	-	1	14	29	37	15	14	19	16	21	25	3	3					
MANUFACTURING -----	99	40.0	202.00	200.50	169.50-238.50	-	-	-	-	-	-	-	10	-	-	11	4	11	11	7	6	15	21	1	1						
NONMANUFACTURING -----	108	38.5	190.50	179.50	167.00-207.00	-	-	-	-	-	-	-	-	-	1	3	25	36	4	3	12	10	6	4	2	2					
SECRETARIES, CLASS B -----	600	39.0	185.00	177.50	156.00-207.50	-	-	-	-	-	-	-	11	31	42	82	56	91	59	43	36	27	84	19	11	3					
MANUFACTURING -----	202	40.0	194.00	186.50	165.00-226.00	-	-	-	-	-	-	-	1	7	13	21	17	26	19	14	11	2	64	2	2	3					
NONMANUFACTURING -----	398	39.0	180.50	172.50	155.00-201.00	-	-	-	-	-	-	-	10	24	29	61	39	65	40	29	25	25	25	17	9	-					
PUBLIC UTILITIES -----	36	39.5	236.50	246.00	222.00-259.00	-	-	-	-	-	-	-	-	1	-	-	-	1	6	-	1	7	13	7	-	-					
RETAIL TRADE -----	65	40.0	162.50	162.00	150.00-173.00	-	-	-	-	-	-	-	-	9	6	14	11	13	6	4	-	1	-	1	-	-					
SECRETARIES, CLASS C -----	1,037	39.5	173.00	169.00	148.50-198.00	-	-	-	-	-	-	29	90	85	78	140	115	98	80	74	72	73	75	12	7	9					
MANUFACTURING -----	442	40.0	179.00	172.00	151.00-214.50	-	-	-	-	-	-	20	34	29	21	60	50	37	20	28	48	57	6	3	9						
NONMANUFACTURING -----	595	39.0	168.50	165.50	145.00-190.00	-	-	-	-	-	-	56	56	57	80	65	61	60	54	44	25	18	6	4	-						
PUBLIC UTILITIES -----	93	39.5	183.50	181.50	159.00-214.00	-	-	-	-	-	-	-	10	5	-	12	6	7	11	9	8	9	14	1	1	-					
RETAIL TRADE -----	69	40.0	164.50	155.00	143.00-175.00	-	-	-	-	-	-	-	2	9	14	14	5	11	2	2	2	3	3	-	-						
SECRETARIES, CLASS D -----	871	39.5	154.00	151.00	138.00-171.00	-	-	1	-	-	9	22	90	124	174	139	85	107	71	28	7	12	-	2	-						
MANUFACTURING -----	153	40.0	150.50	149.50	136.00-160.00	-	-	-	-	-	2	6	12	29	33	32	11	14	8	3	3	-	-	-	-						
NONMANUFACTURING -----	718	39.5	155.00	152.00	138.00-172.50	-	-	1	-	-	7	16	78	95	141	107	74	93	63	25	4	12	-	2	-						
PUBLIC UTILITIES -----	41	40.0	169.00	158.00	146.00-194.00	-	-	-	-	-	-	-	-	4	11	6	1	1	7	9	-	-	-	2	-						
STENOGRAPHERS, GENERAL -----	222	38.5	142.00	132.50	120.00-164.50	-	-	-	1	3	26	25	49	21	23	14	25	11	6	2	2	3	5	5	1	-					
MANUFACTURING -----	83	39.5	128.50	122.00	106.50-139.50	-	-	-	1	3	26	10	12	10	4	2	8	1	1	1	2	2	-	-	-						
NONMANUFACTURING -----	139	38.0	150.50	140.00	126.50-164.50	-	-	-	-	-	-	15	37	11	19	12	17	10	5	1	-	1	5	5	1	-					
STENOGRAPHERS, SENIOR -----	545	39.5	171.00	173.50	143.50-193.50	-	-	-	-	13	1	16	32	46	57	31	57	46	65	81	18	51	24	7	-						
MANUFACTURING -----	309	40.0	171.00	173.50	140.00-197.00	-	-	-	-	-	1	12	27	33	40	18	22	13	18	57	7	47	13	1	-						
NONMANUFACTURING -----	236	39.5	170.50	176.00	150.00-188.00	-	-	-	-	13	-	4	5	13	17	13	35	33	47	24	11	4	11	6	-						
RETAIL TRADE -----	50	40.0	169.00	160.00	145.00-184.50	-	-	-	-	-	-	-	4	-	9	3	10	2	13	3	2	-	3	1	-						
SWITCHBOARD OPERATORS -----	218	39.5	131.50	128.00	103.50-154.00	-	-	-	33	1	46	12	22	23	14	31	11	4	7	3	1	7	3	-	-						
NONMANUFACTURING -----	173	39.5	125.00	119.00	103.50-150.00	-	-	-	33	1	42	11	16	20	8	23	6	3	4	2	1	-	3	-	-						
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	306	39.5	124.50	125.00	110.00-132.00	-	13	-	6	18	34	54	74	64	16	5	8	6	-	-	-	6	-	2	-						
MANUFACTURING -----	123	39.5	121.00	122.00	98.00-138.00	-	13	-	1	18	10	18	13	24	16	-	6	3	-	-	-	1	-	-	-						
NONMANUFACTURING -----	183	39.5	126.50	126.00	111.50-132.00	-	-	-	5	-	24	36	61	40	-	5	2	3	-	-	-	5	-	2	-						
TYPISTS, CLASS A -----	392	39.0	139.50	134.00	124.50-150.00	-	-	-	1	2	15	37	95	87	56	25	34	19	2	14	3	1	1	-	-						
MANUFACTURING -----	76	40.0	153.50	153.50	129.00-171.50	-	-	-	-	-	3	5	12	6	8	7	10	14	2	7	2	-	-	-	-						
NONMANUFACTURING -----	316	39.0	136.50	132.50	124.50-148.00	-	-	-	1	2	12	32	83	81	48	18	24	5	-	7	1	1	1	-	-						
PUBLIC UTILITIES -----	63	40.0	152.50	154.50	136.00-164.00	-	-	-	-	-	2	6	5	4	14	9	14	1	-	6	-	1	1	-	-						
TYPISTS, CLASS B -----	620	39.0	117.00	113.00	103.50-125.00	-	-	14	28	55	141	172	89	42	39	16	13	6	4	1	-	-	-	-	-						
MANUFACTURING -----	94	39.5	123.00	115.00	103.50-130.00	-	-	-	3	14	17	22	13	9	2	-	4	5	4	1	-	-	-	-	-						
NONMANUFACTURING -----	526	38.5	116.00	112.50	104.00-125.00	-	-	14	25	41	124	150	75	33	37	16	9	1	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
			Mean ²	Median ²	Middle range ²	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
						Under \$ 85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Columbus, Ohio, October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 85 Under and \$ 90	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 300							
							100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	over								
ALL WORKERS-- CONTINUED																																	
STENOGRAPHERS, GENERAL -----	72	39.5	\$ 127.00	\$ 112.50	\$ 105.50-127.00	-	4	26	11	14	-	1	1	6	1	2	1	2	3	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	59	39.5	124.50	109.50	104.00-124.50	-	4	26	10	6	-	-	-	6	1	1	1	2	2	-	-	-	-	-	-	-	-						
STENOGRAPHERS, SENIOR -----	284	40.0	182.00	186.50	160.00-202.50	-	-	-	2	17	8	24	18	24	13	39	62	12	47	11	5	2	-	-	-	-	-						
MANUFACTURING -----	201	40.0	185.50	192.50	161.00-211.00	-	-	-	2	12	7	13	15	12	2	18	52	7	47	11	2	1	-	-	-	-	-						
NONMANUFACTURING -----	83	40.0	173.50	176.50	160.00-185.00	-	-	-	-	5	1	11	3	12	11	21	10	5	-	-	3	1	-	-	-	-	-						
SWITCHBOARD OPERATORS -----	102	39.5	146.50	145.00	129.00-161.00	-	6	4	4	18	14	14	14	9	4	5	3	-	7	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	61	39.5	139.50	135.00	125.00-156.00	-	6	-	3	14	11	8	6	4	3	4	2	-	-	-	-	-	-	-	-	-	-						
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	54	39.5	130.00	129.50	115.50-142.00	-	1	2	14	10	11	10	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-						
TYPISTS, CLASS A -----	271	39.5	140.00	135.00	123.50-155.00	-	3	15	33	64	47	32	15	24	18	2	14	3	1	-	-	-	-	-	-	-	-						
MANUFACTURING -----	51	40.0	160.50	170.00	136.00-178.00	-	-	3	2	7	3	1	-	10	14	2	7	2	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	220	39.5	135.00	131.50	122.50-143.50	-	3	12	31	57	44	31	15	14	4	-	7	1	1	-	-	-	-	-	-	-	-						
PUBLIC UTILITIES -----	55	40.0	149.50	148.00	133.00-161.50	-	-	2	6	5	4	14	9	7	1	-	6	-	1	-	-	-	-	-	-	-	-						
TYPISTS, CLASS B -----	266	39.5	116.50	114.00	104.50-123.00	-	40	59	80	41	23	5	3	4	5	4	1	-	-	-	-	-	-	-	-	-	-						
MANUFACTURING -----	53	39.5	130.50	121.00	108.50-165.00	-	7	8	11	6	5	2	-	4	5	4	1	-	-	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	213	39.5	113.00	112.00	104.50-120.00	-	33	51	69	35	18	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Columbus, Ohio, October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)	
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				
CLERKS, ACCOUNTING, CLASS A -----	89		\$	SECRETARIES -----	2,714		\$	COMPUTER OPERATORS, CLASS B -----	286		\$	
NONMANUFACTURING -----	58	39.5	197.50	MANUFACTURING -----	896	39.5	171.50	MANUFACTURING -----	56	39.0	179.00	
CLERKS, ORDER -----	84	40.0	195.50	NONMANUFACTURING -----	1,818	40.0	180.00	NONMANUFACTURING -----	230	40.0	178.00	
MESSENGERS -----	148	39.5	153.00	PUBLIC UTILITIES -----	173	39.0	167.00	COMPUTER OPERATORS, CLASS C -----	145	39.0	179.00	
NONMANUFACTURING -----	123	39.5	111.00	RETAIL TRADE -----	177	39.5	193.00	NONMANUFACTURING -----	123	38.0	142.00	
		38.0	109.00			40.0	165.00			38.0	140.00	
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS A -----				COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----				
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	64	207	39.0	MANUFACTURING -----	99	40.0	196.00	NONMANUFACTURING -----	127	39.0	260.50	
		108	40.0	NONMANUFACTURING -----	108	38.5	202.00		111	39.0	261.00	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	90	600	39.0	SECRETARIES, CLASS B -----	202	39.0	190.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	313	39.0	237.50	
NONMANUFACTURING -----	59	202	40.0	MANUFACTURING -----	398	40.0	185.00	NONMANUFACTURING -----	276	39.0	240.50	
CLERKS, ACCOUNTING, CLASS A -----	419	398	39.0	PUBLIC UTILITIES -----	36	39.0	194.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	121	38.0	202.00	
MANUFACTURING -----	152	36	39.5	RETAIL TRADE -----	65	40.0	180.50	NONMANUFACTURING -----	109	37.5	202.00	
NONMANUFACTURING -----	267	40.0	236.50	SECRETARIES, CLASS C -----	1,036	39.5	162.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	123	38.5	309.00	
PUBLIC UTILITIES -----	53	442	40.0	MANUFACTURING -----	442	40.0	173.00	NONMANUFACTURING -----	103	38.5	304.50	
CLERKS, ACCOUNTING, CLASS B -----	1,013	594	39.0	NONMANUFACTURING -----	594	39.0	179.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	106	39.0	274.50	
MANUFACTURING -----	268	92	39.5	PUBLIC UTILITIES -----	92	39.5	168.50	NONMANUFACTURING -----	79	38.5	272.50	
NONMANUFACTURING -----	745	69	40.0	RETAIL TRADE -----	69	40.0	164.50	DRAFTERS, CLASS A -----	200	40.0	254.50	
PUBLIC UTILITIES -----	39	871	39.5	SECRETARIES, CLASS D -----	871	39.5	154.00	MANUFACTURING -----	110	40.0	245.00	
RETAIL TRADE -----	313	153	40.0	MANUFACTURING -----	153	40.0	150.50	NONMANUFACTURING -----	90	40.0	266.50	
CLERKS, FILE, CLASS A -----	135	718	39.5	NONMANUFACTURING -----	718	39.5	155.00	DRAFTERS, CLASS B -----	402	40.0	197.50	
NONMANUFACTURING -----	132	41	40.0	PUBLIC UTILITIES -----	41	40.0	169.00	MANUFACTURING -----	227	40.0	193.00	
CLERKS, FILE, CLASS B -----	329	222	38.5	STENOGRAPHERS, GENERAL -----	222	38.5	142.00	NONMANUFACTURING -----	175	40.0	203.50	
NONMANUFACTURING -----	281	83	39.5	MANUFACTURING -----	83	39.5	128.50	DRAFTERS, CLASS C -----	180	40.0	172.50	
CLERKS, FILE, CLASS C -----	250	139	38.0	NONMANUFACTURING -----	139	38.0	150.50	MANUFACTURING -----	130	40.0	167.50	
NONMANUFACTURING -----	229	545	39.5	STENOGRAPHERS, SENIOR -----	545	39.5	171.00	NONMANUFACTURING -----	50	40.0	185.50	
CLERKS, ORDER -----	349	309	40.0	MANUFACTURING -----	309	40.0	171.00	ELECTRONICS TECHNICIANS -----	296	40.0	262.50	
MANUFACTURING -----	206	236	39.5	NONMANUFACTURING -----	236	39.5	170.50	MANUFACTURING -----	144	40.0	282.00	
NONMANUFACTURING -----	143	50	40.0	RETAIL TRADE -----	50	40.0	169.00	ELECTRONICS TECHNICIANS, CLASS A -----	152	40.0	294.50	
RETAIL TRADE -----	67	192	39.5	SWITCHBOARD OPERATORS -----	192	39.5	135.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN	80	39.5	170.00	
CLERKS, PAYROLL -----	176	152	39.5	MANUFACTURING -----	152	39.5	129.00	COMPUTER OPERATORS, CLASS B -----	105	39.0	226.50	
MANUFACTURING -----	79	306	39.5	NONMANUFACTURING -----	306	39.5	124.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	91	39.0	227.00	
NONMANUFACTURING -----	97	123	39.5	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	123	39.5	121.00	NONMANUFACTURING -----	62	40.0	192.50	
KEYPUNCH OPERATORS, CLASS A -----	628	183	39.5	MANUFACTURING -----	183	39.5	126.50	NURSES, INDUSTRIAL (REGISTERED) -----	73	40.0	203.50	
MANUFACTURING -----	159	387	39.0	NONMANUFACTURING -----	387	39.0	139.50	MANUFACTURING -----	59	40.0	200.50	
NONMANUFACTURING -----	469	75	40.0	TYPISTS, CLASS A -----	75	40.0	153.00					
KEYPUNCH OPERATORS, CLASS B -----	943	312	39.0	MANUFACTURING -----	312	39.0	136.50					
MANUFACTURING -----	201	60	40.0	NONMANUFACTURING -----	60	40.0	153.00					
NONMANUFACTURING -----	742	620	39.0	TYPISTS, CLASS B -----	620	39.0	117.00					
PUBLIC UTILITIES -----	47	94	39.5	MANUFACTURING -----	94	39.5	123.00					
RETAIL TRADE -----	84	526	38.5	NONMANUFACTURING -----	526	38.5	116.00					
MESSENGERS -----	224	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				COMPUTER OPERATORS, CLASS A -----						
NONMANUFACTURING -----	205	COMPUTER OPERATORS, CLASS A -----				MANUFACTURING -----						
		NONMANUFACTURING -----				NONMANUFACTURING -----						

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Columbus, Ohio, October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
MESSENGERS -----	61	39.5	\$ 117.50	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	74	40.0	\$ 243.50
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS A -----	94	39.5	222.00	COMPUTER OPERATORS, CLASS B -----	114	39.5	198.50
CLERKS, ACCOUNTING, CLASS A -----	181	39.5	165.50	MANUFACTURING -----	62	40.0	223.50	NONMANUFACTURING -----	88	39.5	199.50
MANUFACTURING -----	107	39.5	162.00	SECRETARIES, CLASS B -----	350	40.0	198.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	79	39.5	270.00
NONMANUFACTURING -----	74	39.5	170.50	MANUFACTURING -----	163	40.0	200.50	NONMANUFACTURING -----	66	39.5	271.50
CLERKS, ACCOUNTING, CLASS B -----	296	39.5	135.50	NONMANUFACTURING -----	187	39.5	195.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	124	39.5	238.00
MANUFACTURING -----	96	40.0	142.50	PUBLIC UTILITIES -----	30	40.0	248.00	NONMANUFACTURING -----	101	39.5	241.50
NONMANUFACTURING -----	200	39.5	132.00	SECRETARIES, CLASS C -----	731	39.5	180.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	64	39.5	327.50
RETAIL TRADE -----	101	39.5	133.00	MANUFACTURING -----	369	40.0	184.00	ORAFTERS, CLASS A -----	102	40.0	262.00
CLERKS, FILE, CLASS B -----	215	39.5	118.00	NONMANUFACTURING -----	362	39.5	177.00	MANUFACTURING -----	65	40.0	250.00
NONMANUFACTURING -----	190	39.5	118.50	PUBLIC UTILITIES -----	60	40.0	199.50	ORAFTERS, CLASS B -----	144	40.0	211.00
CLERKS, FILE, CLASS C -----	75	39.5	96.00	SECRETARIES, CLASS D -----	633	39.5	156.50	MANUFACTURING -----	87	40.0	194.00
NONMANUFACTURING -----	66	39.5	95.50	MANUFACTURING -----	105	40.0	151.50	NONMANUFACTURING -----	57	40.0	237.00
CLERKS, ORDER -----	183	38.5	134.50	NONMANUFACTURING -----	528	39.5	158.00	ORAFTERS, CLASS C -----	122	40.0	182.50
CLERKS, PAYROLL -----	83	39.5	176.50	STENOGRAPHERS, GENERAL -----	72	39.5	127.00	MANUFACTURING -----	83	40.0	176.50
KEYPUNCH OPERATORS, CLASS A -----	330	39.5	161.50	MANUFACTURING -----	59	39.5	124.50	ELECTRONICS TECHNICIANS -----	153	40.0	287.50
MANUFACTURING -----	118	39.5	168.50	STENOGRAPHERS, SENIOR -----	284	40.0	182.00	ELECTRONICS TECHNICIANS, CLASS A -----	130	40.0	293.00
NONMANUFACTURING -----	212	39.5	157.50	MANUFACTURING -----	201	40.0	185.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
KEYPUNCH OPERATORS, CLASS B -----	285	39.5	132.50	NONMANUFACTURING -----	83	40.0	173.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	50	39.5	229.00
MANUFACTURING -----	90	39.5	137.00	SWITCHBOARD OPERATORS -----	96	39.5	147.50	NURSES, INDUSTRIAL (REGISTERED) -----	57	40.0	208.00
NONMANUFACTURING -----	195	39.5	130.50	NONMANUFACTURING -----	60	39.5	139.50				
PUBLIC UTILITIES -----	35	40.0	163.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	53	39.5	130.00				
MESSENGERS -----	78	39.0	125.50	TYPISTS, CLASS A -----	266	39.5	140.00				
NONMANUFACTURING -----	68	39.0	121.50	MANUFACTURING -----	50	40.0	160.00				
SECRETARIES -----	1,808	39.5	177.50	NONMANUFACTURING -----	216	39.5	135.00				
MANUFACTURING -----	699	40.0	186.50	PUBLIC UTILITIES -----	52	40.0	149.50				
NONMANUFACTURING -----	1,109	39.5	172.00	TYPISTS, CLASS B -----	266	39.5	116.50				
RETAIL TRADE -----	97	40.0	178.00	MANUFACTURING -----	53	39.5	130.50				
				NONMANUFACTURING -----	213	39.5	113.00				

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																													
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					4.10	4.20	4.30	4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.40	7.80	8.20							
					Under and \$ 4.10																													
				4.20	4.30	4.40	4.50	4.60	4.70	4.80	4.90	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.40	7.80	8.20									
ALL WORKERS																																		
OILER TENDERS -----	125	\$ 4.74	\$ 4.93	\$ 4.38- 4.93	10	-	20	5	5	5	1	16	-	48	4	4	-	2	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	70	4.48	4.42	4.23- 4.77	*10	-	20	5	5	5	1	16	-	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CARPENTERS, MAINTENANCE -----	66	5.77	5.74	5.22- 6.72	3	-	-	-	-	-	1	9	-	-	1	9	7	11	3	2	-	2	2	10	1	5	-	-	-	-	-	-		
ELECTRICIANS, MAINTENANCE -----	477	6.34	6.02	5.70- 7.45	6	1	-	-	2	2	-	-	3	40	5	24	27	55	30	78	8	20	10	8	38	110	10	-	-	-	-	-		
MANUFACTURING -----	381	6.10	6.02	5.58- 6.58	6	-	-	-	2	2	-	-	3	40	5	22	26	54	29	76	7	19	7	5	27	51	-	-	-	-	-	-		
NONMANUFACTURING -----	96	7.28	7.45	7.23- 7.45	-	1	-	-	-	-	-	-	-	-	-	2	1	1	2	1	1	3	3	11	59	10	-	-	-	-	-	-		
ENGINEERS, STATIONARY -----	152	6.05	5.77	5.29- 6.94	-	-	9	1	-	-	-	-	-	12	-	17	8	31	5	3	20	1	-	17	6	22	-	-	-	-	-	-		
MANUFACTURING -----	112	6.19	5.77	5.29- 7.04	-	-	-	-	-	-	-	-	-	12	-	17	8	27	1	1	1	-	-	17	6	22	-	-	-	-	-	-		
MACHINE-TOOL OPERATORS, TOOLROOM -----	232	6.84	7.02	5.95- 7.78	-	-	-	-	-	-	8	-	-	1	7	15	16	4	9	2	5	4	6	38	33	72	12	-	-	-	-	-		
MANUFACTURING -----	205	6.92	7.27	6.63- 7.78	-	-	-	-	-	-	8	-	-	-	6	13	14	1	9	-	-	-	5	34	31	72	12	-	-	-	-	-		
MACHINISTS, MAINTENANCE -----	181	6.20	6.20	5.64- 6.77	-	2	-	2	2	-	-	-	1	6	3	8	18	27	9	6	10	1	65	6	7	-	8	-	-	-	-	-		
MANUFACTURING -----	171	6.13	6.20	5.64- 6.77	-	2	-	2	2	-	-	-	1	6	1	8	18	27	9	6	10	1	65	6	7	-	-	-	-	-	-	-		
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	484	6.44	6.91	5.96- 6.91	2	-	-	3	1	17	8	7	4	9	2	4	5	38	31	43	6	2	4	244	28	26	-	-	-	-	-	-		
MANUFACTURING -----	130	5.80	5.91	5.65- 6.09	-	-	-	-	1	-	1	6	4	9	2	4	4	30	30	26	-	2	4	-	3	4	-	-	-	-	-	-		
NONMANUFACTURING -----	354	6.68	6.91	6.91- 6.91	2	-	-	3	-	17	7	1	-	-	-	-	1	8	1	17	6	-	-	244	25	22	-	-	-	-	-	-		
PUBLIC UTILITIES -----	301	6.88	6.91	6.91- 6.91	-	-	-	-	-	-	6	1	-	-	-	-	-	-	1	17	-	-	-	229	25	22	-	-	-	-	-	-		
MECHANICS, MAINTENANCE -----	754	5.94	5.91	5.18- 6.57	-	-	-	2	1	4	-	1	90	21	92	93	6	50	134	4	51	32	5	43	23	102	-	-	-	-	-	-		
MANUFACTURING -----	620	5.79	5.73	5.15- 5.96	-	-	-	2	1	4	-	-	90	20	87	89	4	48	123	3	1	27	5	42	23	51	-	-	-	-	-	-		
NONMANUFACTURING -----	134	6.62	6.35	6.35- 7.45	-	-	-	-	-	-	-	1	-	1	5	4	2	2	11	1	50	5	-	1	-	51	-	-	-	-	-	-		
MILLWRIGHTS -----	135	6.84	6.58	6.36- 7.69	-	-	-	-	-	-	-	-	-	-	1	-	5	5	16	-	13	34	-	-	19	42	-	-	-	-	-	-		
MANUFACTURING -----	135	6.84	6.58	6.36- 7.69	-	-	-	-	-	-	-	-	-	-	1	-	5	5	16	-	13	34	-	-	19	42	-	-	-	-	-	-		
WELDERS, MAINTENANCE -----	50	5.92	5.67	5.15- 7.34	-	10	-	1	-	-	1	-	-	-	1	3	8	3	-	1	-	-	8	1	-	13	-	-	-	-	-	-		
PIPEFITTERS, MAINTENANCE -----	81	6.83	7.47	5.74- 7.60	-	-	-	-	-	-	-	-	-	-	1	9	3	10	7	-	-	-	-	-	7	44	-	-	-	-	-	-		
MANUFACTURING -----	78	6.88	7.48	5.79- 7.60	-	-	-	-	-	-	-	-	-	-	1	9	-	10	7	-	-	-	-	-	7	44	-	-	-	-	-	-		
HEET-METAL WORKERS, MAINTENANCE -----	61	6.90	7.39	5.78- 7.60	-	-	-	-	-	-	-	-	-	-	1	2	7	6	4	-	-	-	-	-	11	28	2	-	-	-	-	-		
MANUFACTURING -----	55	6.97	7.40	5.95- 7.60	-	-	-	-	-	-	-	-	-	-	-	1	6	5	4	-	-	-	-	-	11	28	-	-	-	-	-	-		
ROLL AND DIE MAKERS -----	747	7.10	7.24	6.47- 7.95	-	-	-	-	-	-	-	4	-	16	14	9	27	44	-	29	4	47	3	144	58	22	326	-	-	-	-	-		
MANUFACTURING -----	741	7.10	7.24	6.47- 7.95	-	-	-	-	-	-	-	4	-	16	14	9	27	44	-	28	4	47	3	144	53	22	326	-	-	-	-	-		

* Workers were distributed as follows: 5 at \$3.90 to \$4; and 5 at \$4 to \$4.10.

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 4.00	\$ 4.10	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00				
					Under \$ 4.00	and under 4.10	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	8.20			
ALL WORKERS																														
ELECTRICIANS, MAINTENANCE -----	364	\$ 6.67	\$ 6.58	\$ 5.96- 7.45	-	-	1	-	-	6	1	9	1	44	30	78	8	16	5	8	3	35	49	61	-	-	9			
MANUFACTURING -----	270	6.45	6.15	5.95- 7.23	-	-	-	-	-	6	1	7	-	44	29	76	7	15	2	5	3	24	-	51	-	-	-			
NONMANUFACTURING -----	94	7.29	7.45	7.23- 7.45	-	-	1	-	-	-	-	2	1	-	1	2	1	1	3	3	-	11	49	10	-	-	9			
ENGINEERS, STATIONARY -----	88	6.52	6.89	5.77- 7.39	-	-	-	1	-	-	-	4	8	19	5	3	2	1	-	17	-	6	7	15	-	-	-			
MANUFACTURING -----	75	6.64	6.96	5.77- 7.45	-	-	-	-	-	-	-	4	8	15	1	1	1	-	17	-	6	7	15	-	-	-				
MACHINE-TOOL OPERATORS, TOOLROOM --	190	7.17	7.36	6.84- 7.78	-	-	-	-	-	1	5	2	2	4	9	2	5	4	1	38	8	25	2	70	7	5				
MANUFACTURING -----	163	7.33	7.73	6.98- 7.78	-	-	-	-	-	-	4	-	-	1	9	-	-	-	34	7	24	2	70	7	5					
MACHINISTS, MAINTENANCE -----	130	6.45	6.77	5.73- 6.77	-	-	-	-	-	6	3	-	2	23	1	6	10	1	57	6	2	5	-	-	8	-				
MANUFACTURING -----	120	6.38	6.77	5.73- 6.77	-	-	-	-	-	6	1	-	2	23	1	6	10	1	57	6	2	5	-	-	-	-				
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	117	6.43	6.15	5.95- 6.89	1	1	-	-	-	2	-	2	3	8	23	23	6	-	4	15	-	3	22	4	-	-				
MANUFACTURING -----	61	6.16	5.96	5.91- 6.15	-	-	-	-	-	-	-	2	2	8	22	16	-	-	4	-	3	-	4	-	-	-				
NONMANUFACTURING -----	56	6.73	6.87	6.37- 7.45	1	1	-	-	-	2	-	-	-	1	-	1	7	6	-	15	-	-	22	-	-	-				
MECHANICS, MAINTENANCE -----	344	6.50	5.96	5.91- 7.45	-	-	-	-	-	1	3	7	25	4	43	95	4	1	1	5	30	23	-	50	52	-				
MANUFACTURING -----	275	6.39	5.95	5.85- 7.02	-	-	-	-	-	-	2	21	2	41	94	3	1	1	5	29	23	-	-	51	-	-				
MILLWRIGHTS -----	113	6.96	7.27	6.58- 7.60	-	-	-	-	-	-	1	-	5	5	4	-	13	24	-	-	-	19	3	39	-	-				
MANUFACTURING -----	113	6.96	7.27	6.58- 7.69	-	-	-	-	-	-	1	-	5	5	4	-	13	24	-	-	-	19	3	39	-	-				
PIPEFITTERS, MAINTENANCE -----	81	6.83	7.47	5.74- 7.60	-	-	-	-	-	-	1	9	3	10	7	-	-	-	-	-	-	7	9	35	-	-				
MANUFACTURING -----	78	6.88	7.48	5.79- 7.60	-	-	-	-	-	-	1	9	-	10	7	-	-	-	-	-	-	7	9	35	-	-				
SHEET-METAL WORKERS, MAINTENANCE --	59	6.86	7.38	5.76- 7.60	-	-	-	-	-	-	1	2	7	6	4	-	-	-	-	-	2	9	2	26	-	-				
MANUFACTURING -----	55	6.97	7.40	5.95- 7.60	-	-	-	-	-	-	-	1	6	5	4	-	-	-	-	-	2	9	2	26	-	-				
TOOL AND DIE MAKERS -----	598	7.44	7.86	6.83- 7.95	-	-	-	-	-	-	-	7	-	2	-	5	4	47	1	126	9	49	-	22	315	11				
MANUFACTURING -----	592	7.45	7.86	6.83- 7.95	-	-	-	-	-	-	-	7	-	2	-	4	4	47	1	126	9	44	-	22	315	11				

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																								
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00 and under	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	6.00	6.40	6.80	7.20	7.60	
ALL WORKERS																													
GUARDS AND WATCHMEN -----	1,357	2.83	2.20	2.10- 3.15	554	227	120	86	10	35	30	34	29	36	18	20	7	12	27	3	12	11	58	4	23	1	-	-	
MANUFACTURING -----	317	3.77	3.76	2.10- 5.52	123	-	2	-	-	7	12	10	20	9	15	17	-	-	9	-	9	8	49	4	23	-	-	-	
NONMANUFACTURING -----	1,040	2.54	2.20	2.10- 2.60	431	227	118	86	10	28	18	24	9	27	3	3	7	12	18	3	3	3	9	-	-	1	-	-	
RETAIL TRADE -----	82	3.25	2.60	2.30- 4.15	-	32	8	8	-	7	2	-	1	2	2	1	-	3	1	3	1	2	9	-	-	-	-	-	
GUARDS: MANUFACTURING -----	144	5.29	5.66	4.27- 5.74	-	-	-	-	-	-	-	10	-	-	15	17	-	-	9	-	9	8	49	4	23	-	-	-	
JANITORS, PORTERS, AND CLEANERS -----	3,394	2.92	2.60	2.30- 3.26	356	556	779	324	352	165	80	132	103	107	133	58	36	38	11	32	20	17	58	37	-	-	-	-	
MANUFACTURING -----	595	4.12	3.97	3.53- 4.64	-	13	14	17	35	10	25	49	58	91	62	47	24	9	4	27	19	16	38	37	-	-	-	-	
NONMANUFACTURING -----	2,799	2.67	2.50	2.30- 2.94	356	543	765	307	317	155	55	83	45	16	71	11	12	29	7	5	1	1	20	-	-	-	-	-	
PUBLIC UTILITIES -----	152	3.93	4.06	3.53- 4.06	-	-	-	-	10	14	9	23	5	-	56	-	1	25	2	5	1	1	-	-	-	-	-	-	
RETAIL TRADE -----	260	3.01	2.90	2.30- 3.50	28	44	33	20	10	50	7	22	10	7	5	2	5	1	-	-	-	-	16	-	-	-	-	-	
LABORERS, MATERIAL HANDLING -----	1,309	4.45	4.24	3.61- 5.05	32	-	67	56	34	26	59	51	10	107	81	253	85	96	13	48	10	38	30	33	-	178	-	-	
MANUFACTURING -----	768	4.32	4.24	3.98- 4.55	-	-	2	4	2	26	14	39	4	102	76	246	65	90	8	8	10	27	30	11	-	4	-	-	
NONMANUFACTURING -----	541	4.63	4.55	2.65- 6.94	32	-	65	52	32	-	45	12	6	5	5	7	20	8	5	40	-	11	-	22	-	174	-	-	
PUBLIC UTILITIES -----	218	6.61	6.96	6.96- 7.06	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	37	-	3	-	-	-	-	174	-	
RETAIL TRADE -----	207	3.58	3.20	2.60- 4.34	-	-	49	24	25	-	29	5	6	5	5	7	9	5	5	3	-	8	-	22	-	-	-	-	
ORDER FILLERS -----	1,358	3.85	3.72	3.05- 4.45	-	-	6	132	160	136	94	90	192	10	79	93	29	152	36	11	6	41	17	74	-	-	-	-	
MANUFACTURING -----	431	4.39	4.65	4.15- 4.66	-	-	-	-	49	-	10	10	-	-	70	35	15	152	35	6	6	40	3	-	-	-	-	-	
NONMANUFACTURING -----	927	3.60	3.38	2.95- 3.72	-	-	6	132	111	136	84	80	192	10	9	58	14	-	1	5	-	1	14	74	-	-	-	-	
RETAIL TRADE -----	320	3.86	3.41	2.75- 4.45	-	-	6	76	9	30	31	52	2	10	9	10	14	-	1	5	-	1	14	50	-	-	-	-	
PACKERS, SHIPPING -----	553	4.83	4.69	3.83- 6.27	-	-	-	-	64	14	23	26	1	23	6	11	64	71	8	5	12	2	71	152	-	-	-	-	
MANUFACTURING -----	249	4.66	4.69	4.19- 5.64	-	-	-	-	16	14	-	7	-	22	6	11	4	71	8	5	12	2	71	-	-	-	-	-	
NONMANUFACTURING -----	304	4.96	5.37	3.40- 6.27	-	-	-	-	48	-	23	19	1	1	-	-	60	-	-	-	-	-	-	152	-	-	-	-	
RECEIVING CLERKS -----	408	4.23	3.90	3.35- 5.35	-	2	9	18	7	13	71	20	48	19	15	14	50	5	2	4	23	19	27	42	-	-	-	-	
MANUFACTURING -----	58	4.34	4.41	4.29- 4.55	-	-	-	-	-	-	2	-	6	3	1	12	26	5	-	1	-	2	-	-	-	-	-	-	
NONMANUFACTURING -----	350	4.21	3.75	3.30- 5.38	-	2	9	18	7	13	69	20	42	16	14	2	24	-	2	3	23	17	27	42	-	-	-	-	
RETAIL TRADE -----	230	4.47	4.13	3.35- 5.75	-	-	9	18	-	2	51	6	24	-	6	-	-	-	2	3	23	17	27	42	-	-	-	-	
SHIPPING CLERKS -----	167	4.75	4.60	4.40- 5.35	-	-	-	-	-	-	1	6	22	2	-	7	44	18	7	7	12	14	24	3	-	-	-	-	
MANUFACTURING -----	80	4.67	4.54	4.40- 5.18	-	-	-	-	-	-	1	2	6	2	-	6	24	15	-	5	10	1	8	-	-	-	-	-	
NONMANUFACTURING -----	87	4.82	4.76	4.48- 5.53	-	-	-	-	-	-	-	4	16	-	-	1	20	3	7	2	2	13	16	3	-	-	-	-	
SHIPPING AND RECEIVING CLERKS -----	83	4.25	4.00	3.80- 4.72	-	-	-	-	1	1	3	3	20	12	11	2	8	3	10	2	-	1	1	4	-	1	-	-	
TRUCKDRIVERS -----	2,110	5.59	5.63	4.05- 7.21	-	-	7	4	31	62	16	53	235	40	189	109	46	29	27	25	40	91	87	64	163	67	725	-	
MANUFACTURING -----	509	4.84	4.83	4.21- 5.55	-	-	-	2	13	23	-	4	15	16	31	87	37	25	20	24	29	88	70	6	3	-	16	-	
NONMANUFACTURING -----	1,601	5.83	6.64	4.05- 7.21	-	-	7	2	18	39	16	49	220	24	158	22	9	4	7	1	11	3	17	58	160	67	709	-	
PUBLIC UTILITIES -----	914	6.60	7.21	7.21- 7.21	-	-	-	-	-	-	-	-	-	-	154	-	-	-	7	1	11	3	9	-	20	-	709	-	
RETAIL TRADE -----	316	6.14	6.64	6.04- 6.64	-	-	7	-	-	16	-	1	1	2	4	7	2	3	-	-	-	-	8	58	140	67	-	-	
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	281	4.02	3.60	3.25- 5.00	-	-	7	-	16	36	16	48	52	18	2	-	3	6	6	2	-	-	69	-	-	-	-	-	
NONMANUFACTURING -----	174	3.47	3.50	3.25- 3.65	-	-	7	-	16	16	16	48	49	15	-	-	-	-	6	1	-	-	-	-	-	-	-	-	
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	361	4.28	3.80	3.80- 4.38	-	-	-	4	2	26	-	5	179	7	5	54	11	3	4	3	11	4	1	1	1	23	13	5	
MANUFACTURING -----	103	4.30	4.38	4.15- 4.38	-	-	-	2	-	3	-	4	8	5	5	53	11	2	4	3	-	1	1	1	-	-	-	-	

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments
in Columbus, Ohio, October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Columbus, Ohio, October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	125	\$ 4.74	GUARDS AND WATCHMEN--CONTINUED			TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	70	4.48	GUARDS:		\$	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	842	6.69
CARPENTERS, MAINTENANCE -----	66	5.77	MANUFACTURING -----	143	5.28	MANUFACTURING -----	66	5.12
ELECTRICIANS, MAINTENANCE -----	477	6.34	JANITORS, PORTERS, AND CLEANERS ---	2,646	2.92	NONMANUFACTURING -----	776	6.83
MANUFACTURING -----	381	6.10	MANUFACTURING -----	476	4.01	PUBLIC UTILITIES -----	490	7.20
NONMANUFACTURING -----	96	7.28	NONMANUFACTURING -----	2,170	2.68	RETAIL TRADE -----	258	6.40
ENGINEERS, STATIONARY -----	152	6.05	RUBLIC UTILITIES -----	76	3.95			
MANUFACTURING -----	112	6.19	RETAIL TRADE -----	186	3.14	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	258	5.53
MACHINE-TOOL OPERATORS, TOOLROOM ---	232	6.84	LABORERS, MATERIAL HANDLING -----	1,195	4.53	MANUFACTURING -----	192	5.04
MANUFACTURING -----	205	6.92	MANUFACTURING -----	705	4.36	TRUCKERS, POWER (FORKLIFT) -----	1,104	4.84
MACHINISTS, MAINTENANCE -----	181	6.20	NONMANUFACTURING -----	490	4.77	MANUFACTURING -----	953	4.70
MANUFACTURING -----	171	6.13	PUBLIC UTILITIES -----	204	6.71	NONMANUFACTURING -----	151	5.72
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	484	6.44	RETAIL TRADE -----	191	3.65			
MANUFACTURING -----	130	5.80	ORDER FILLERS -----	898	4.01	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	219	5.57
NONMANUFACTURING -----	354	5.68	MANUFACTURING -----	243	4.51	MANUFACTURING -----	92	4.65
PUBLIC UTILITIES -----	361	6.88	NONMANUFACTURING -----	655	3.82	WAREHOUSEMEN -----	1,533	4.70
MECHANICS, MAINTENANCE -----	754	5.94	RETAIL TRADE -----	286	3.90	MANUFACTURING -----	420	4.53
MANUFACTURING -----	620	5.79	PACKERS, SHIPPING -----	398	5.27	NONMANUFACTURING -----	1,113	4.76
NONMANUFACTURING -----	134	6.62	MANUFACTURING -----	216	4.87	PUBLIC UTILITIES -----	119	5.60
MILLWRIGHTS -----	135	6.84	RECEIVING CLERKS -----	327	4.47	RETAIL TRADE -----	697	4.79
MANUFACTURING -----	135	6.84	MANUFACTURING -----	57	4.36			
PAINTERS, MAINTENANCE -----	50	5.92	NONMANUFACTURING -----	270	4.50	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
PIPEFITTERS, MAINTENANCE -----	81	6.83	RETAIL TRADE -----	179	4.84	JANITORS, PORTERS, AND CLEANERS ---	748	2.95
MANUFACTURING -----	78	6.88	SHIPPING CLERKS -----	161	4.74	MANUFACTURING -----	119	4.55
SHEET-METAL WORKERS, MAINTENANCE ---	61	6.90	MANUFACTURING -----	78	4.69	NONMANUFACTURING -----	629	2.64
MANUFACTURING -----	55	6.97	NONMANUFACTURING -----	83	4.80	RETAIL TRADE -----	74	2.69
TOOL AND DIE MAKERS -----	747	7.10	SHIPPING AND RECEIVING CLERKS -----	83	4.25	LABORERS, MATERIAL HANDLING -----	114	3.60
MANUFACTURING -----	741	7.10	TRUCKDRIVERS -----	2,110	5.59	MANUFACTURING -----	63	3.83
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	509	4.84	ORDER FILLERS -----	460	3.55
GUARDS AND WATCHMEN -----	1,295	2.85	NONMANUFACTURING -----	1,601	5.83	PACKERS, SHIPPING -----	155	3.70
MANUFACTURING -----	316	3.76	PUBLIC UTILITIES -----	914	6.60	RECEIVING CLERKS -----	81	3.23
NONMANUFACTURING -----	979	2.56	RETAIL TRADE -----	316	6.14	NONMANUFACTURING -----	80	3.22
			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	281	4.02			
			NONMANUFACTURING -----	174	3.47			
			TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	361	4.28			
			MANUFACTURING -----	103	4.30			

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Columbus, Ohio, October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
		\$			\$
ELECTRICIANS, MAINTENANCE -----	364	6.67	JANITORS, PORTERS, AND CLEANERS: -----		
MANUFACTURING -----	270	6.45	MANUFACTURING -----	213	4.47
NONMANUFACTURING -----	94	7.29	NONMANUFACTURING: -----		
ENGINEERS, STATIONARY -----	88	6.52	PUBLIC UTILITIES -----	36	4.49
MANUFACTURING -----	75	6.64	RETAIL TRADE -----	67	3.89
MACHINE-TOTOL OPERATORS, TOTOLROOM --	190	7.17	LABORERS, MATERIAL HANDLING -----	576	4.48
MANUFACTURING -----	163	7.33	MANUFACTURING -----	450	4.43
MACHINISTS, MAINTENANCE -----	130	6.45	NONMANUFACTURING -----	126	4.65
MANUFACTURING -----	120	6.38	DROG FILLERS -----	354	4.37
MECHANICS, AUTOMOTIVE -----			MANUFACTURING -----	109	5.01
(MAINTENANCE) -----	117	6.43	PACKERS, SHIPPING -----	138	5.18
MANUFACTURING -----	61	6.16	MANUFACTURING -----	138	5.18
NONMANUFACTURING -----	56	6.73	RECEIVING CLERKS -----	124	5.02
MECHANICS, MAINTENANCE -----	344	6.50	SHIPPING CLERKS -----	75	5.16
MANUFACTURING -----	275	6.39	TRUCKDRIVERS -----	386	6.05
MILLWRIGHTS -----	113	6.96	MANUFACTURING -----	132	5.40
MANUFACTURING -----	113	6.96	NONMANUFACTURING -----	254	6.38
PIPEFITTERS, MAINTENANCE -----	81	6.83	RETAIL TRADE -----	225	6.53
MANUFACTURING -----	78	6.88	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	50	5.40
SHEET-METAL WORKERS, MAINTENANCE --	59	6.86	TRUCKERS, POWER (FORKLIFT) -----	589	5.24
MANUFACTURING -----	55	6.97	MANUFACTURING -----	480	5.13
TOTOL AND DIE MAKERS -----	598	7.44	WAREHOUSEMEN -----	554	4.61
MANUFACTURING -----	592	7.45	MANUFACTURING -----	159	4.96
			NONMANUFACTURING: -----		
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			PUBLIC UTILITIES -----	60	5.95
GUARDS AND WATCHMEN -----	247	4.82	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	146	5.19			
NONMANUFACTURING -----	101	4.29	JANITORS, PORTERS, AND CLEANERS ---	307	3.51
GUARDS: -----			MANUFACTURING -----	83	5.00
MANUFACTURING -----	129	5.44	NONMANUFACTURING -----	224	2.96

NOTE: Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation.

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Columbus, Ohio, for selected periods

Industry and occupational group	October 1972 to October 1973	October 1973 to October 1974	October 1974 to October 1975
All industries:			
Office clerical (men and women)	6.6	8.6	10.0
Electronic data processing (men and women)	*	8.4	6.6
Industrial nurses (men and women)	6.5	9.5	10.0
Skilled maintenance trades (men)	8.0	8.7	9.5
Unskilled plant workers (men)	7.7	9.8	8.9
Manufacturing:			
Office clerical (men and women)	6.4	7.9	8.4
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	6.5	8.3	9.8
Skilled maintenance trades (men)	7.5	9.2	10.3
Unskilled plant workers (men)	7.7	9.0	8.4
Nonmanufacturing:			
Office clerical (men and women)	6.7	8.9	10.7
Electronic data processing (men and women)	*	7.7	6.2
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	7.3	10.5	9.2

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Columbus, Ohio, October 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
ESTABLISHMENTS STUDIED -----	198	85	xxx	113	xxx	198	85	xxx	113	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	57	27	24	30	19	80	36	32	44	31
UNDER \$77.50 -----	-	-	-	-	-	1	-	-	1	-
\$77.50 AND UNDER \$80.00 -----	-	-	-	-	-	1	1	-	-	-
\$80.00 AND UNDER \$82.50 -----	-	-	-	-	-	1	-	-	1	-
\$82.50 AND UNDER \$85.00 -----	3	3	3	-	-	7	3	3	4	4
\$85.00 AND UNDER \$87.50 -----	2	1	-	1	1	6	1	-	5	3
\$87.50 AND UNDER \$90.00 -----	1	-	-	1	1	6	1	1	5	3
\$90.00 AND UNDER \$92.50 -----	4	2	2	2	-	4	4	4	4	1
\$92.50 AND UNDER \$95.00 -----	5	1	1	4	2	2	1	1	1	-
\$95.00 AND UNDER \$97.50 -----	5	1	1	4	2	4	1	1	3	3
\$97.50 AND UNDER \$100.00 -----	2	-	-	2	-	3	2	2	1	-
\$100.00 AND UNDER \$105.00 -----	7	4	4	3	1	14	9	9	5	4
\$105.00 AND UNDER \$110.00 -----	5	3	3	2	1	3	2	2	1	-
\$110.00 AND UNDER \$115.00 -----	6	3	1	3	3	8	5	3	3	3
\$115.00 AND UNDER \$120.00 -----	3	2	2	1	1	1	-	-	1	1
\$120.00 AND UNDER \$125.00 -----	2	2	2	-	-	1	1	1	-	-
\$125.00 AND UNDER \$130.00 -----	6	1	1	5	5	5	-	-	5	5
\$130.00 AND UNDER \$135.00 -----	3	1	1	2	2	3	1	1	2	2
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	1	1	1	-	-
\$140.00 AND UNDER \$145.00 -----	1	1	1	-	-	2	2	2	-	-
\$145.00 AND UNDER \$150.00 -----	-	-	-	-	-	-	-	-	-	-
\$150.00 AND UNDER \$155.00 -----	1	1	1	-	-	1	1	1	-	-
\$155.00 AND UNDER \$160.00 -----	1	1	1	-	-	-	-	-	-	-
\$160.00 AND UNDER \$165.00 -----	-	-	-	-	-	-	-	-	-	-
\$165.00 AND UNDER \$170.00 -----	-	-	-	-	-	-	-	-	-	-
\$170.00 AND UNDER \$175.00 -----	-	-	-	-	-	-	-	-	-	-
\$175.00 AND UNDER \$180.00 -----	-	-	-	-	-	-	-	-	-	-
\$180.00 AND UNDER \$185.00 -----	-	-	-	-	-	1	-	-	1	1
\$185.00 AND OVER -----	-	-	-	-	-	1	-	-	1	1
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	35	17	xxx	18	xxx	67	32	xxx	35	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	106	41	xxx	65	xxx	51	17	xxx	34	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Columbus, Ohio, October 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ¹		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	90.3	87.6	19.6	8.9
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	.7	.6	.1	.1
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	89.6	87.0	19.5	8.8
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	66.2	59.9	14.1	7.6
UNIFORM PERCENTAGE DIFFERENTIAL -----	16.5	15.0	4.3	.8
OTHER DIFFERENTIAL -----	6.9	12.2	1.1	.4
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	13.3	16.2	13.3	16.7
UNIFORM PERCENTAGE DIFFERENTIAL -----	8.0	9.6	7.7	8.6
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
5 CENTS -----	2.4	3.2	.3	.4
6 CENTS -----	3.3	-	.6	-
7 CENTS -----	1.5	-	.2	-
8 CENTS -----	3.4	4.1	.7	.6
9 CENTS -----	.9	.6	.2	.1
10 AND UNDER 11 CENTS -----	11.5	4.5	2.1	-
11 CENTS -----	1.2	1.1	.3	.2
12 AND UNDER 13 CENTS -----	4.6	3.3	1.2	.4
13 CENTS -----	3.8	2.2	.9	.3
14 CENTS -----	9.3	-	3.0	-
15 CENTS -----	9.8	11.6	2.3	.8
16 CENTS -----	-	2.8	-	.3
17 CENTS -----	-	2.9	-	.6
18 CENTS -----	4.4	7.6	.5	1.8
19 CENTS -----	3.2	2.2	.8	.5
20 CENTS -----	3.3	5.6	.2	.8
21 CENTS -----	1.9	-	.4	-
22 CENTS -----	-	1.0	-	.3
25 CENTS -----	1.2	3.2	.3	-
27 CENTS -----	.6	-	(a)	-
30 CENTS -----	-	1.4	-	.2
32 CENTS -----	-	1.9	-	.2
35 CENTS -----	-	.8	-	.2
UNIFORM PERCENTAGE:				
3 AND UNDER 4 PERCENT -----	.6	-	.2	-
5 PERCENT -----	5.1	1.1	1.6	.2
7 PERCENT -----	1.0	1.0	.3	.1
10 PERCENT -----	9.8	12.3	2.2	.5
15 PERCENT -----	-	.5	-	-
OTHER DIFFERENTIAL:				
FULL DAY'S PAY FOR REDUCED HOURS -----	5.1	4.4	.9	.1
FULL DAY'S PAY FOR REDUCED HOURS PLUS CENTS -----	-	4.4	-	.1

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Columbus, Ohio, October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
28 HOURS-5 DAYS -----	1	-	1	-	2	-	-	-	-	-
30 HOURS-5 DAYS -----	(9)	-	1	-	-	(9)	-	(9)	-	3
35 HOURS-5 DAYS -----	(9)	1	-	-	-	1	-	1	-	-
36 HOURS-5 DAYS -----	(9)	-	(9)	-	1	1	-	2	-	-
36 1/4 HOURS-5 DAYS -----	-	-	-	-	-	1	2	-	-	-
36 1/3 HOURS-5 DAYS -----	-	-	-	-	-	2	-	3	-	-
37 HOURS-5 DAYS -----	-	-	-	-	-	1	-	1	-	-
37 1/2 HOURS-5 DAYS -----	2	3	(9)	-	-	16	9	19	3	(9)
38 3/4 HOURS-5 DAYS -----	-	-	-	-	-	9	(9)	12	-	4
39 3/4 HOURS-4 DAYS -----	(9)	-	1	-	-	-	-	-	-	-
40 HOURS -----	84	85	84	88	87	69	88	61	97	90
4 DAYS -----	1	1	-	-	-	(9)	1	-	-	-
5 DAYS -----	84	84	84	88	87	68	88	61	97	90
42 HOURS-5 DAYS -----	-	-	-	-	-	(9)	(9)	-	-	-
42 1/2 HOURS-5 DAYS -----	1	-	1	-	-	(9)	-	(9)	-	-
42 2/3 HOURS-5 DAYS -----	-	-	-	-	-	(9)	-	1	-	3
43 HOURS-5 DAYS -----	1	1	-	-	-	-	-	-	-	-
43 1/2 HOURS-6 DAYS -----	(9)	1	-	-	-	-	-	-	-	-
44 HOURS-5 DAYS -----	1	-	2	-	4	-	-	-	-	-
45 HOURS -----	3	3	2	3	3	-	-	-	-	-
5 DAYS -----	2	3	(9)	3	-	-	-	-	-	-
5 1/2 DAYS -----	1	-	2	-	3	-	-	-	-	-
46 HOURS-6 DAYS -----	1	-	3	-	3	(9)	-	(9)	-	-
48 HOURS -----	4	5	3	5	-	(9)	-	(9)	-	-
5 DAYS -----	1	-	1	5	-	-	-	-	-	-
6 DAYS -----	3	5	1	-	-	(9)	-	(9)	-	-
50 HOURS-5 DAYS -----	1	1	1	4	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS										
ALL WEEKLY WORK SCHEDULES -----	40.6	40.7	40.4	41.0	40.2	39.3	39.7	39.1	39.9	39.7

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Columbus, Ohio, October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	2	-	4	2	3	(4)	-	(9)	-	1
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	98	100	96	98	97	99	100	99	100	99
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.6	9.5	7.4	9.2	7.1	8.9	9.6	8.6	9.5	7.1
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰										
1 HOLIDAY -----	1	-	3	-	3	-	-	-	-	-
3 HOLIDAYS -----	1	-	3	-	4	(9)	-	(9)	-	1
5 HOLIDAYS -----	2	1	3	-	3	1	(9)	1	-	3
6 HOLIDAYS -----	11	6	16	4	13	7	6	7	1	24
7 HOLIDAYS -----	14	7	22	-	32	13	6	15	6	40
PLUS 1 HALF DAY -----	-	-	-	-	-	(5)	-	(9)	-	-
PLUS 2 HALF DAYS -----	(9)	-	1	-	-	-	-	-	-	-
PLUS 4 HALF DAYS -----	-	-	-	-	-	(5)	-	(9)	-	-
8 HOLIDAYS -----	16	12	22	21	26	10	9	11	5	14
9 HOLIDAYS -----	15	15	14	22	15	18	23	43	19	16
PLUS 1 HALF DAY -----	1	1	-	-	-	3	1	4	-	-
10 HOLIDAYS -----	25	35	11	52	-	21	38	15	68	-
PLUS 2 HALF DAYS -----	-	-	-	-	-	(4)	-	1	-	-
11 HOLIDAYS -----	7	11	1	-	1	2	7	(9)	-	-
12 HOLIDAYS -----	-	-	-	-	-	1	-	2	-	-
13 HOLIDAYS -----	4	6	1	-	-	3	9	1	-	-
14 HOLIDAYS -----	3	5	-	-	-	-	-	-	-	-
15 HOLIDAYS -----	-	-	-	-	-	1	2	-	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹										
1 DAY OR MORE -----	98	100	96	98	97	99	100	99	100	99
3 DAYS OR MORE -----	97	100	94	98	94	99	100	99	100	99
5 DAYS OR MORE -----	96	100	90	98	90	99	100	99	100	98
6 DAYS OR MORE -----	94	99	87	98	87	99	99	99	100	95
7 DAYS OR MORE -----	83	92	71	94	74	92	94	92	99	71
8 DAYS OR MORE -----	69	85	49	94	41	80	88	77	92	31
9 DAYS OR MORE -----	53	73	27	74	16	49	79	66	87	16
9 1/2 DAYS OR MORE -----	38	58	14	52	1	32	56	22	68	-
10 DAYS OR MORE -----	37	57	14	52	1	29	55	18	68	-
11 DAYS OR MORE -----	13	22	2	-	1	8	18	4	-	-
12 DAYS OR MORE -----	6	11	1	-	-	5	11	3	-	-
13 DAYS OR MORE -----	6	11	1	-	-	4	11	1	-	-
14 DAYS OR MORE -----	3	5	-	-	-	1	2	-	-	-
15 DAYS -----	-	-	-	-	-	1	2	-	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Columbus, Ohio, October 1975

Item ¹⁰	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
Percent of workers										
All full-time workers	100	100	100	100	100	100	100	100	100	100
New Year's Day	95	99	91	98	91	99	99	99	100	98
Washington's Birthday	10	4	17	61	6	38	5	52	80	-
Good Friday	31	41	19	65	9	25	46	16	84	2
Easter Sunday	7	9	5	-	7	(⁹)	(⁹)	(⁹)	-	1
Memorial Day	95	100	88	98	87	99	100	99	100	95
Fourth of July	91	93	89	98	90	97	92	99	100	98
Labor Day	96	100	92	98	90	99	100	99	100	98
Columbus Day	1	1	1	-	-	18	(⁹)	24	-	-
Veterans Day	6	7	6	17	4	16	2	22	21	7
Election Day	(⁹)	-	1	6	-	2	-	3	14	-
Thanksgiving Day	97	100	93	98	93	99	99	99	100	99
Day after Thanksgiving	45	68	18	63	1	57	76	50	64	4
Christmas Eve	47	73	14	44	4	36	75	21	27	1
Christmas Eve, half day	1	1	1	-	-	3	(⁹)	5	-	-
Christmas Day	98	99	96	98	97	99	99	99	100	99
Christmas-New Year holiday period ¹²	5	9	-	-	-	3	10	-	-	-
Extra day during Christmas week	2	4	1	-	-	10	2	13	-	-
2 extra days during Christmas week	2	4	-	-	-	2	6	-	-	-
3 extra days during Christmas week	4	7	1	-	-	3	8	1	-	-
New Year's Eve	24	41	3	-	-	12	37	2	-	(⁹)
Floating holiday, 1 day ¹³	8	12	4	-	6	13	19	10	-	10
Floating holiday, 2 days ¹³	7	4	11	-	18	2	1	3	-	4
Floating holiday, 3 days ¹³	3	1	4	-	8	2	2	3	-	15
Employee's birthday	20	11	32	59	30	13	4	17	55	35
Personal holiday, 1 day	2	2	1	-	1	2	6	1	-	(⁹)
Personal holiday, 2 days	1	-	2	-	-	4	-	5	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Columbus, Ohio, October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	(9)	-	(9)	-	(9)	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	99	100	99	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	89	80	99	100	99	99	99	100	100	100
PERCENTAGE PAYMENT -----	11	20	(9)	-	1	(9)	1	-	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴										
6 MONTHS OF SERVICE:										
UNDER 1 WEEK -----	3	4	2	-	-	4	7	3	-	-
1 WEEK -----	24	22	20	35	26	58	50	61	49	48
OVER 1 AND UNDER 2 WEEKS -----	4	6	2	-	3	6	7	6	-	-
2 WEEKS -----	-	-	-	-	-	(9)	(9)	-	-	-
1 YEAR OF SERVICE:										
UNDER 1 WEEK -----	1	1	-	-	-	-	-	-	-	-
1 WEEK -----	53	58	48	37	46	12	13	12	20	32
OVER 1 AND UNDER 2 WEEKS -----	8	11	4	8	3	-	-	-	-	-
2 WEEKS -----	36	29	45	49	47	87	87	87	76	68
OVER 2 AND UNDER 3 WEEKS -----	1	-	3	4	3	1	-	1	4	-
3 WEEKS -----	(9)	-	(9)	2	-	(9)	-	1	-	-
4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-
2 YEARS OF SERVICE:										
UNDER 1 WEEK -----	1	1	-	-	-	-	-	-	-	-
1 WEEK -----	30	38	21	4	28	3	5	2	2	7
OVER 1 AND UNDER 2 WEEKS -----	11	18	2	-	-	1	-	1	-	-
2 WEEKS -----	54	42	70	82	65	94	95	94	94	93
OVER 2 AND UNDER 3 WEEKS -----	3	(9)	7	12	6	1	-	1	4	-
3 WEEKS -----	(9)	1	(9)	2	-	2	-	3	-	-
4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-
3 YEARS OF SERVICE:										
UNDER 1 WEEK -----	1	1	-	-	-	-	-	-	-	-
1 WEEK -----	9	12	6	-	6	1	2	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	8	15	-	-	-	(9)	1	-	-	-
2 WEEKS -----	74	64	86	86	88	93	95	93	96	99
OVER 2 AND UNDER 3 WEEKS -----	6	5	7	12	6	4	2	4	4	-
3 WEEKS -----	2	3	(9)	2	-	2	(9)	3	-	-
4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-
4 YEARS OF SERVICE:										
UNDER 1 WEEK -----	1	1	-	-	-	-	-	-	-	-
1 WEEK -----	8	10	0	-	6	1	2	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	8	14	-	-	-	(9)	1	-	-	-
2 WEEKS -----	75	65	86	86	88	93	93	93	96	99
OVER 2 AND UNDER 3 WEEKS -----	6	5	6	12	6	4	2	4	4	-
3 WEEKS -----	3	5	1	2	-	3	3	3	-	-
4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Columbus, Ohio, October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER 14- CONTINUED										
5 YEARS OF SERVICE:										
1 WEEK -----	2	1	3	-	6	(9)	-	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	1	2	-	-	-	-	-	-	-	-
2 WEEKS -----	69	63	77	80	77	77	66	81	88	92
OVER 2 AND UNDER 3 WEEKS -----	12	16	8	12	6	7	7	6	4	-
3 WEEKS -----	14	16	11	8	11	15	27	10	8	8
OVER 3 AND UNDER 4 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
4 WEEKS -----	2	3	(9)	-	-	2	(9)	3	-	-
10 YEARS OF SERVICE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	1	1	-	-	-	-	-	-	-	-
2 WEEKS -----	16	16	16	4	10	12	10	13	2	19
OVER 2 AND UNDER 3 WEEKS -----	5	7	3	-	6	2	1	3	-	-
3 WEEKS -----	67	64	70	82	75	75	77	75	94	77
OVER 3 AND UNDER 4 WEEKS -----	4	5	3	12	-	3	2	4	4	-
4 WEEKS -----	4	5	4	2	2	7	10	6	-	3
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
6 WEEKS -----	1	2	-	-	-	(9)	(9)	-	-	-
12 YEARS OF SERVICE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	1	1	-	-	-	-	-	-	-	-
2 WEEKS -----	12	11	12	4	6	9	7	10	2	12
OVER 2 AND UNDER 3 WEEKS -----	3	4	3	-	6	(9)	1	-	-	-
3 WEEKS -----	72	72	72	82	78	74	75	73	94	84
OVER 3 AND UNDER 4 WEEKS -----	4	5	3	12	-	8	2	11	4	-
4 WEEKS -----	4	4	5	2	3	9	15	6	-	3
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
6 WEEKS -----	1	3	-	-	-	(9)	(9)	-	-	-
15 YEARS OF SERVICE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	1	1	-	-	-	-	-	-	-	-
2 WEEKS -----	7	3	12	-	6	4	4	4	2	8
OVER 2 AND UNDER 3 WEEKS -----	1	-	1	-	3	-	-	-	-	-
3 WEEKS -----	44	45	43	53	33	55	46	58	63	54
OVER 3 AND UNDER 4 WEEKS -----	9	15	3	4	3	3	7	2	4	-
4 WEEKS -----	34	34	36	35	48	38	42	36	32	37
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	5	-	(9)	1	-	-	-
5 WEEKS -----	(9)	-	(9)	3	-	-	-	-	-	-
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
6 WEEKS -----	1	3	-	-	-	(9)	(9)	-	-	-
20 YEARS OF SERVICE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
OVER 1 AND UNDER 2 WEEKS -----	1	1	-	-	-	-	-	-	-	-
2 WEEKS -----	7	3	12	-	6	4	4	4	2	8
OVER 2 AND UNDER 3 WEEKS -----	1	-	1	-	3	-	-	-	-	-
3 WEEKS -----	11	9	14	-	8	16	8	20	1	15
OVER 3 AND UNDER 4 WEEKS -----	4	5	2	-	3	-	-	-	-	-
4 WEEKS -----	60	62	57	73	66	67	68	67	85	69
OVER 4 AND UNDER 5 WEEKS -----	5	9	-	-	-	1	(9)	1	-	-
5 WEEKS -----	8	8	8	21	7	11	20	8	12	7
OVER 5 AND UNDER 6 WEEKS -----	(9)	-	1	5	-	-	-	-	-	-
6 WEEKS -----	1	2	-	-	-	(9)	(9)	-	-	-
OVER 6 AND UNDER 7 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
8 WEEKS -----	1	1	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Columbus, Ohio, October 1975—Continued

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
AMOUNT OF PAID VACATION AFTER ¹⁴ — CONTINUED										
25 YEARS OF SERVICE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
2 WEEKS -----	7	4	12	-	6	4	4	4	2	8
OVER 2 AND UNDER 3 WEEKS -----	1	-	1	-	3	-	-	-	-	-
3 WEEKS -----	11	8	14	-	8	15	7	18	1	15
OVER 3 AND UNDER 4 WEEKS -----	1	1	2	-	3	-	-	-	-	-
4 WEEKS -----	40	40	39	14	58	49	40	53	9	53
OVER 4 AND UNDER 5 WEEKS -----	3	5	-	-	-	2	6	-	-	-
5 WEEKS -----	31	36	25	75	15	28	37	24	80	23
OVER 5 AND UNDER 6 WEEKS -----	2	4	1	5	-	-	-	-	-	-
6 WEEKS -----	1	1	1	6	-	3	6	1	8	-
OVER 7 AND UNDER 8 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
8 WEEKS -----	1	2	-	-	-	-	-	-	-	-
30 YEARS OF SERVICE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
2 WEEKS -----	7	3	12	-	6	4	4	4	2	8
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	3	-	-	-	-	-
3 WEEKS -----	11	8	14	-	8	15	7	18	1	15
OVER 3 AND UNDER 4 WEEKS -----	1	1	2	-	3	-	-	-	-	-
4 WEEKS -----	39	39	39	14	58	49	39	52	9	53
OVER 4 AND UNDER 5 WEEKS -----	1	2	-	-	-	(9)	(9)	-	-	-
5 WEEKS -----	31	36	25	75	15	28	37	25	80	23
OVER 5 AND UNDER 6 WEEKS -----	2	4	1	5	-	-	-	-	-	-
6 WEEKS -----	4	6	1	6	-	4	12	1	8	-
8 WEEKS -----	1	2	-	-	-	-	-	-	-	-
OVER 8 AND UNDER 9 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-
MAXIMUM VACATION AVAILABLE:										
1 WEEK -----	1	-	3	-	6	(9)	-	(9)	-	1
2 WEEKS -----	7	3	12	-	6	4	4	4	2	8
OVER 2 AND UNDER 3 WEEKS -----	1	1	1	-	3	-	-	-	-	-
3 WEEKS -----	11	8	14	-	8	15	7	18	1	15
OVER 3 AND UNDER 4 WEEKS -----	1	1	2	-	3	-	-	-	-	-
4 WEEKS -----	38	39	38	14	56	48	39	52	9	51
OVER 4 AND UNDER 5 WEEKS -----	1	2	-	-	-	(9)	(9)	-	-	-
5 WEEKS -----	30	34	24	65	18	27	37	23	68	26
OVER 5 AND UNDER 6 WEEKS -----	2	4	1	5	-	-	-	-	-	-
6 WEEKS -----	6	8	3	16	-	6	13	3	20	-
8 WEEKS -----	1	2	-	-	-	-	-	-	-	-
OVER 9 WEEKS -----	(9)	-	1	-	-	(9)	-	(9)	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Columbus, Ohio, October 1975

Item	Plant workers					Office workers				
	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade	All industries	Manufacturing	Nonmanu- facturing	Public utilities	Retail trade
PERCENT OF WORKERS										
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	98	100	96	100	98	99	100	99	100	99
LIFE INSURANCE -----	97	100	93	100	92	98	100	98	99	99
NONCONTRIBUTORY PLANS -----	75	83	65	84	59	61	74	56	83	45
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	82	86	77	90	75	82	85	81	90	77
NONCONTRIBUTORY PLANS -----	62	66	57	86	53	57	67	54	90	41
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	93	99	86	88	86	95	89	97	99	92
SICKNESS AND ACCIDENT INSURANCE -----	72	84	56	45	56	43	44	42	27	46
NONCONTRIBUTORY PLANS -----	55	64	45	39	46	26	34	22	23	30
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	24	11	40	55	36	71	64	74	97	43
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	10	10	10	-	18	11	13	11	-	34
LONG-TERM DISABILITY INSURANCE -----	12	12	11	10	3	42	36	45	27	8
NONCONTRIBUTORY PLANS -----	9	8	9	10	-	37	24	42	27	1
HOSPITALIZATION INSURANCE -----	97	100	94	100	95	90	100	86	100	99
NONCONTRIBUTORY PLANS -----	69	74	62	94	57	54	74	47	97	36
SURGICAL INSURANCE -----	97	100	93	100	95	90	100	86	100	99
NONCONTRIBUTORY PLANS -----	68	74	61	94	56	54	74	46	97	35
MEDICAL INSURANCE -----	91	96	85	100	83	85	98	80	100	76
NONCONTRIBUTORY PLANS -----	65	71	58	94	53	51	73	43	97	28
MAJOR MEDICAL INSURANCE -----	84	83	84	99	87	96	98	95	100	95
NONCONTRIBUTORY PLANS -----	57	60	54	93	48	54	70	47	97	32
DENTAL INSURANCE -----	22	28	15	35	14	15	30	9	15	10
NONCONTRIBUTORY PLANS -----	17	20	13	31	12	13	29	7	15	3
RETIREMENT PENSION -----	86	95	75	88	75	92	92	92	91	79
NONCONTRIBUTORY PLANS -----	81	94	65	88	65	86	84	87	87	69

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio, Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Jocosa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies on approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Columbus, Ohio,¹ October 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	914	198	210,891	100	106,446	37,689	116,413
MANUFACTURING -----	50	288	85	87,968	42	58,457	10,638	53,840
NONMANUFACTURING -----	-	626	113	122,923	58	47,989	27,051	62,573
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	63	17	17,646	8	8,376	3,737	13,164
WHOLESALE TRADE -----	50	96	13	9,639	5	(⁶)	(⁶)	2,651
RETAIL TRADE -----	50	224	34	49,045	23	25,644	4,426	25,004
FINANCE, INSURANCE, AND REAL ESTATE -----	50	103	19	20,123	10	(⁷)	(⁶)	11,336
SERVICES ⁸ -----	50	140	30	26,470	13	(⁶)	(⁶)	10,418
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	68	55	99,628	100	49,094	19,278	88,467
MANUFACTURING -----	500	37	29	50,202	50	32,053	7,098	41,924
NONMANUFACTURING -----	-	31	26	49,426	50	17,041	12,180	46,543
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	4	4	10,504	11	4,329	2,543	10,504
WHOLESALE TRADE -----	500	1	1	575	1	(⁶)	(⁶)	575
RETAIL TRADE -----	500	16	11	23,854	24	11,252	2,517	20,971
FINANCE, INSURANCE, AND REAL ESTATE -----	500	6	6	8,933	9	(⁷)	(⁶)	8,933
SERVICES ⁸ -----	500	4	4	5,560	6	(⁶)	(⁶)	5,560

¹ The Columbus Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Delaware, Fairfield, Franklin, Madison, and Pickaway Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. The local-transit system for the city of Columbus is municipally operated and is excluded by definition from the scope of the study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Over two-fifths of the workers within scope of the survey in the Columbus area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Electrical equipment and supplies..... 19	Communication equipment..... 9
Fabricated metal products 12	Glass and glassware, pressed or blown..... 9
Stone, clay, and glass products 12	Cutlery, handtools, and hardware 5
Food and kindred products 11	Household appliances 5
Machinery, except electrical 10	Mechanical measuring and control devices 5
Transportation equipment..... 7	
Instruments, and related products 5	
Chemicals and allied products 5	
Printing and publishing..... 5	

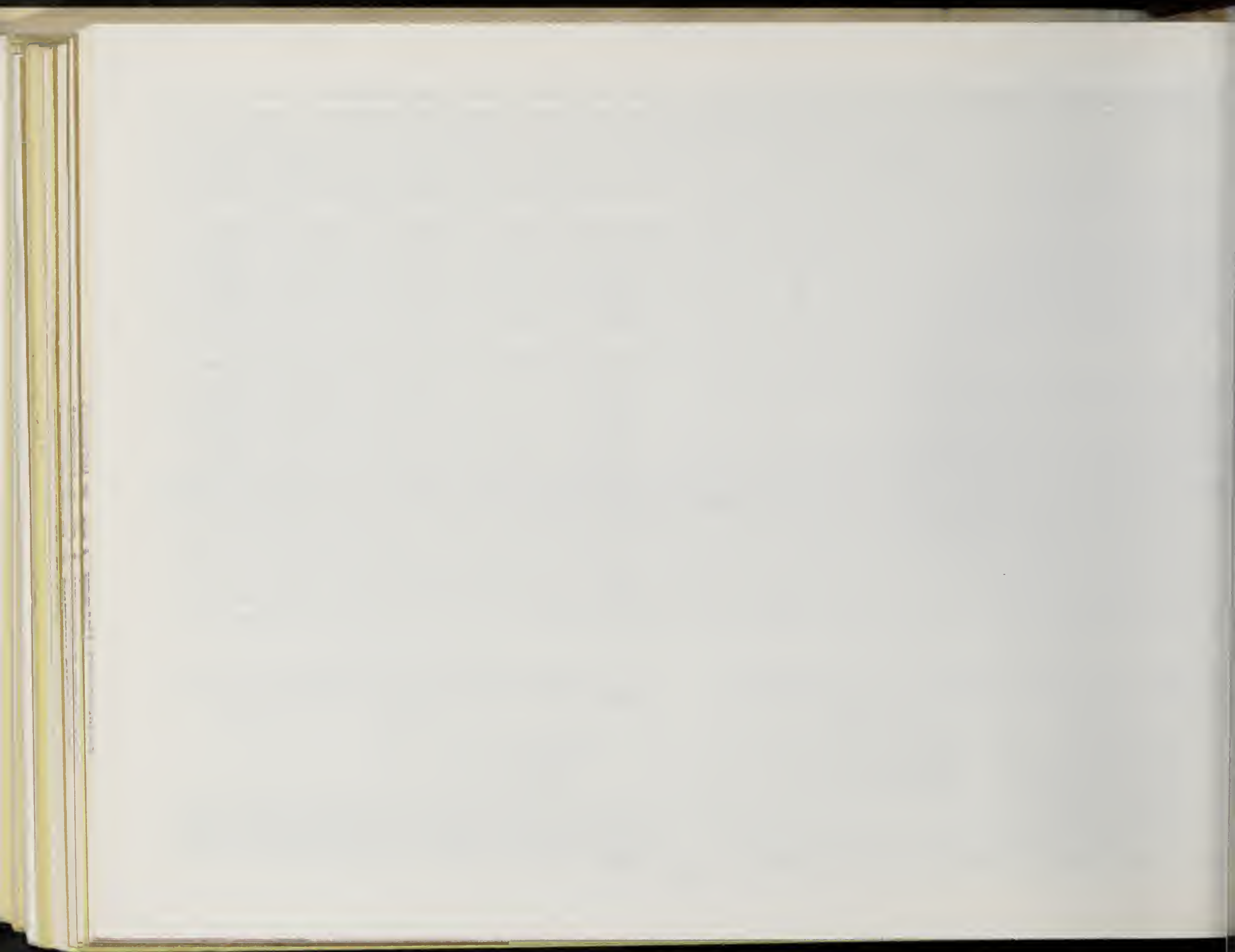
This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Columbus, Ohio, October 1975:

	Plant workers	Office workers
All industries	58	5
Manufacturing.....	78	-
Nonmanufacturing.....	34	7
Public utilities.....	94	49
Retail trade.....	15	1

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.



Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions though previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice of source materials are given with initial assignments. Instructions are less complete when assignment recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, team boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers; the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
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Cape Cod, Mass.	Orlando, Fla.
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Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
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Columbus, Miss.	Puerto Rico
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Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
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La Crosse, Wis.	Tulsa, Okla.
Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
Las Vegas, Nev.	Waco and Killeen-Temple, Tex.
Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Birmingham, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
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Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
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Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
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Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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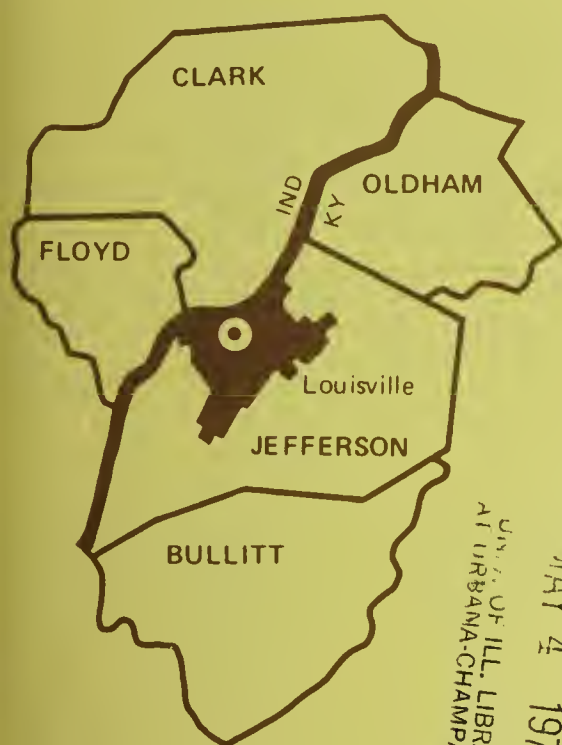
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A WAGE SURVEY

Louisville, Kentucky—Indiana, Metropolitan Area

November 1975

Bulletin 1850-79



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Bureau of Labor Statistics

Preface

This bulletin provides results of a November 1975 survey of occupational earnings in the Louisville, Kentucky-Indiana, Standard Metropolitan Statistical Area (Bullitt, Jefferson, and Oldham Counties, Ky.; and Clark and Floyd Counties, Ind.). The survey was made a part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupation category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Louisville survey was conducted by the Bureau's regional office in Atlanta, Ga., under the general direction of Jerry G. Adams, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Current reports on occupational earnings for the Louisville area are available for the laundry and dry cleaning and moving and storage industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-79
April 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Louisville, Kentucky—Indiana, Metropolitan Area, November 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 250 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for manufacturing, nonmanufacturing, and service industries. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. Appendix B provides information on the scope of the survey. Appendix C provides job descriptions used by Bureau field economists to classify worker occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Louisville, Ky.—Ind., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320			
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320	340			
ALL WORKERS																													
CLERKS, MACHINE (BILLING MACHINE) -----	35	40.0	\$ 152.50	\$ 163.00	\$ 107.00-190.00	-	3	4	3	-	4	-	3	-	2	3	-	10	-	-	3	-	-	-	-	-	-	-	
CLERKS, MACHINE (BOOKKEEPING MACHINE) -----	75	38.5	101.00	90.00	90.00-106.50	-	15	38	3	14	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	59	39.0	95.50	90.00	89.00-98.00	-	15	38	3	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	38	39.0	156.50	161.00	125.50-162.00	-	-	-	-	-	12	2	-	-	19	-	2	-	-	-	1	-	-	2	-	-	-	-	
NONMANUFACTURING -----	34	39.0	152.00	161.00	125.50-161.00	-	-	-	-	-	10	2	-	-	19	-	2	-	-	-	1	-	-	-	-	-	-	-	
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	40	40.0	125.50	123.00	117.50-126.50	-	4	-	3	6	21	-	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ACCOUNTING, CLASS A -----	497	39.5	194.00	192.00	153.50-228.50	-	-	2	6	10	25	21	51	36	11	72	13	9	36	54	52	38	48	12	1	-	-	-	
NONMANUFACTURING -----	219	39.5	197.00	178.00	154.00-248.50	-	-	-	1	-	12	11	23	16	9	40	4	-	11	24	9	26	21	12	-	-	-	-	
NONMANUFACTURING -----	278	39.5	192.00	199.50	153.00-226.00	-	-	2	5	10	13	10	28	20	2	32	9	9	25	30	43	12	27	-	1	-	-	-	
PUBLIC UTILITIES -----	103	40.0	216.50	214.00	172.00-261.00	-	-	-	1	-	-	3	10	8	-	8	-	3	16	8	6	12	27	-	1	-	-	-	
CLERKS, ACCOUNTING, CLASS B -----	703	39.5	143.00	135.00	115.00-161.00	2	22	59	67	56	92	91	95	38	25	36	10	51	6	2	5	45	1	-	-	-	-	-	
NONMANUFACTURING -----	229	40.0	138.50	131.00	122.00-143.00	-	3	-	12	23	57	54	35	6	3	23	5	-	-	-	4	4	-	-	-	-	-	-	
NONMANUFACTURING -----	474	39.5	145.00	137.50	107.00-171.00	2	19	59	55	33	35	37	60	32	22	13	5	51	6	2	1	41	1	-	-	-	-	-	
PUBLIC UTILITIES -----	124	39.0	196.50	190.00	164.50-248.50	-	-	-	-	7	9	9	3	-	3	5	1	39	3	2	1	41	1	-	-	-	-	-	
CLERKS, FILE, CLASS A -----	30	40.0	182.00	152.00	146.50-243.00	-	-	-	3	1	1	-	10	2	-	-	1	1	-	-	1	7	3	-	-	-	-	-	
CLERKS, FILE, CLASS B -----	223	39.5	119.50	103.50	103.50-127.50	-	10	25	97	18	19	6	22	7	5	5	-	-	-	1	6	2	-	-	-	-	-	-	
NONMANUFACTURING -----	202	39.5	120.00	103.50	103.50-127.00	-	2	25	97	17	12	6	20	4	5	5	-	-	-	1	6	2	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	110	38.5	90.50	92.00	86.50-92.00	-	31	69	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	110	38.5	90.50	92.00	86.50-92.00	-	31	69	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	187	40.0	139.00	132.00	120.00-164.50	-	-	13	19	2	53	51	-	2	-	1	9	36	1	-	-	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	228	39.5	154.00	154.00	115.00-182.50	-	4	11	13	47	11	13	9	19	33	6	8	16	16	2	5	13	1	1	-	-	-	-	
NONMANUFACTURING -----	100	39.5	152.50	157.50	128.00-164.50	-	4	-	-	16	6	13	7	10	21	5	8	5	1	-	-	2	1	1	-	-	-	-	
NONMANUFACTURING -----	128	39.0	155.50	152.00	114.50-202.50	-	-	11	13	31	5	-	2	9	12	1	-	11	15	2	5	11	-	-	-	-	-	-	
TELETYPE OPERATORS, CLASS A -----	336	39.5	154.00	141.50	126.00-169.00	-	-	1	3	44	84	31	32	17	63	11	8	4	-	-	14	8	16	-	-	-	-	-	
NONMANUFACTURING -----	90	39.5	169.00	159.50	134.00-184.00	-	-	-	-	4	12	9	14	7	10	9	5	1	-	-	11	4	4	-	-	-	-	-	
NONMANUFACTURING -----	246	39.5	148.00	134.50	126.00-164.50	-	-	1	3	40	72	22	18	10	53	2	3	3	-	-	3	4	12	-	-	-	-	-	
TELETYPE OPERATORS, CLASS B -----	571	39.5	133.00	122.00	109.50-144.00	-	15	32	99	105	81	57	54	21	11	50	-	17	2	-	-	27	-	-	-	-	-	-	
NONMANUFACTURING -----	164	40.0	145.00	144.00	125.50-172.50	-	3	-	8	19	23	21	20	9	10	49	-	-	2	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	407	39.5	128.00	115.00	104.50-134.00	-	12	32	91	86	58	36	34	12	1	1	-	17	-	-	-	27	-	-	-	-	-	-	
PUBLIC UTILITIES -----	57	39.0	204.00	190.00	190.00-243.50	-	-	-	-	4	1	2	5	-	-	1	-	17	-	-	-	27	-	-	-	-	-	-	
TELETYPE OPERATORS -----	162	38.5	121.50	111.50	97.50-134.00	-	33	13	31	20	19	13	12	6	2	4	-	-	1	-	-	7	1	-	-	-	-	-	
NONMANUFACTURING -----	49	39.0	123.50	124.00	111.50-134.00	-	-	1	9	12	12	9	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	113	38.5	120.50	107.00	88.00-137.50	-	33	12	22	8	7	4	11	2	2	3	-	-	1	-	-	7	1	-	-	-	-	-	
PUBLIC UTILITIES -----	27	39.5	173.00	163.50	128.50-242.00	-	-	-	5	1	1	1	4	1	2	3	-	-	1	-	-	7	1	-	-	-	-	-	
SECRETARIES -----	1,321	39.5	170.00	165.00	135.00-196.50	-	-	3	25	126	107	155	110	83	81	155	45	149	44	54	87	52	29	7	8	1	-	-	
NONMANUFACTURING -----	718	39.5	182.00	176.00	152.00-199.00	-	-	-	6	25	32	42	67	37	40	132	33	127	27	48	52	15	20	6	8	1	-	-	
NONMANUFACTURING -----	603	39.0	155.50	139.00	122.50-174.50	-	-	3	19	101	75	113	43	46	41	23	12	22	17	6	35	37	9	1	-	-	-	-	
PUBLIC UTILITIES -----	107	39.0	230.00	237.00	209.00-249.50	-	-	-	-	-	-	-	-	1	-	4	2	13	10	3	28	36	9	1	-	-	-	-	

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Louisville, Ky.—Ind., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																														
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320										
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	320	340										
ALL WORKERS-- CONTINUED																																				
SECRETARIES - CONTINUED																																				
SECRETARIES, CLASS A -----	74	39.5	\$ 182.00	\$ 179.50	\$ 152.50-210.50	-	-	-	-	-	3	-	11	12	4	7	6	7	3	12	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	39	39.5	194.50	198.50	175.50-218.50	-	-	-	-	-	3	-	2	-	3	3	5	4	1	12	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	35	39.0	167.50	152.50	150.00-180.00	-	-	-	-	-	-	-	9	12	1	4	1	3	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES, CLASS B -----	313	39.0	173.00	172.50	136.50-211.00	-	-	1	2	35	7	56	19	14	16	31	21	23	8	32	36	5	1	5	1	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	167	39.0	189.00	192.00	167.50-211.50	-	-	-	-	14	1	8	11	3	9	18	14	17	6	30	30	1	-	4	1	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	146	38.5	154.00	138.00	132.50-174.00	-	-	1	2	21	6	48	8	11	7	13	7	6	2	2	6	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES, CLASS C -----	464	39.5	179.50	178.50	145.00-196.50	-	-	-	1	10	46	35	52	36	32	31	12	115	21	7	19	14	23	2	7	1	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	303	40.0	189.00	196.50	159.50-196.50	-	-	-	-	-	14	8	35	19	19	29	12	104	17	4	11	3	18	2	7	1	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	161	38.5	161.00	143.50	127.00-197.50	-	-	-	1	10	32	27	17	17	13	2	-	11	4	3	8	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	33	38.5	226.00	228.50	197.50-251.50	-	-	-	-	-	-	-	-	-	-	2	-	11	1	1	3	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES, CLASS D -----	470	39.5	156.50	147.50	122.50-172.50	-	-	2	22	81	51	64	28	21	29	86	6	4	12	3	24	33	4	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	209	39.5	163.50	172.50	136.00-172.50	-	-	-	6	11	14	26	19	15	9	82	2	2	3	2	6	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	261	39.0	151.50	130.00	115.00-167.00	-	-	2	16	70	37	38	9	6	20	4	4	2	9	1	18	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	55	39.0	234.50	238.50	224.00-245.00	-	-	-	-	-	-	-	-	-	-	-	1	1	9	1	18	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-
STENOGRAPHERS, GENERAL -----	341	39.0	154.00	148.00	121.50-182.00	-	14	12	17	24	48	38	24	14	38	19	12	42	5	4	16	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	144	39.0	140.00	133.00	114.00-164.50	-	14	-	4	19	29	18	4	11	16	10	12	-	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	197	39.0	164.50	163.50	133.00-190.00	-	-	12	13	5	19	20	20	3	22	9	-	42	4	-	14	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES -----	111	38.5	190.00	190.00	167.50-214.00	-	-	-	-	2	6	5	5	3	7	9	-	42	4	-	14	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-
STENOGRAPHERS, SENIOR -----	218	39.0	166.50	162.00	132.50-188.50	-	-	-	-	19	33	23	7	18	15	24	40	3	3	-	13	17	2	1	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	123	40.0	174.00	178.50	155.00-190.00	-	-	-	-	10	10	2	4	12	9	19	37	1	2	-	9	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	95	37.5	156.50	132.50	121.00-172.50	-	-	-	-	9	23	21	3	6	6	5	3	2	1	-	4	9	2	1	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS -----	122	39.5	118.50	100.00	84.00-140.50	-	47	7	14	4	7	12	5	7	6	7	1	-	-	-	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	26	39.0	166.00	160.50	145.50-177.50	-	-	-	-	-	-	5	4	4	4	7	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	96	39.5	106.00	94.50	84.00-117.00	-	47	7	14	4	7	7	1	3	2	-	1	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	319	39.5	120.00	118.50	103.50-133.50	-	27	37	49	57	19	84	26	6	3	3	1	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	169	39.5	120.50	117.00	103.50-130.00	-	14	18	33	20	12	54	4	4	2	3	1	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	150	39.0	119.50	118.50	106.00-138.00	-	13	19	16	37	7	30	22	2	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS B -----	47	40.0	166.00	182.50	120.50-182.50	-	-	-	5	7	5	3	1	-	-	1	15	1	2	-	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	28	40.0	150.50	123.50	116.00-181.50	-	-	-	5	7	5	2	1	-	-	1	-	-	2	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS A -----	71	40.0	162.50	150.00	123.50-186.00	-	-	1	6	5	8	1	6	19	2	3	5	-	1	1	7	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	29	39.5	164.50	150.00	150.00-164.00	-	-	1	1	1	3	-	1	14	1	-	-	-	-	-	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	42	40.0	160.50	155.50	121.00-186.00	-	-	-	5	4	5	1	5	5	1	3	5	-	1	1	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS, CLASS B -----	376	39.0	116.00	113.50	94.00-125.00	1	36	75	56	65	57	19	32	21	8	1	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	93	40.0	117.00	114.00	104.50-126.50	-	16	4	4	33	19	2	5	6	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	283	39.0	115.50	108.50	96.00-124.50	1	20	71	52	32	38	17	27	15	5	1	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Louisville, Ky.—Ind., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 100	\$ 120	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460	\$ 480			
						100	120	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	440	460	480	500			
ALL WORKERS																													
PUTER OPERATORS, CLASS A -----	74	40.0	227.50	234.50	186.50-243.00	-	-	1	4	9	11	8	6	20	1	4	8	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	37	40.0	236.50	243.00	212.00-243.00	-	-	-	-	4	3	4	1	20	1	-	3	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	37	40.0	218.00	202.00	177.00-280.50	-	-	1	4	5	8	4	5	-	-	4	5	1	-	-	-	-	-	-	-	-	-		
PUTER OPERATORS, CLASS B -----	212	39.5	178.50	175.00	143.50-198.00	-	10	35	29	42	45	16	24	2	1	1	1	5	1	-	-	-	-	-	-	-	-		
MANUFACTURING -----	93	39.5	193.50	191.50	154.00-229.00	-	1	18	5	11	21	6	23	-	-	1	1	5	1	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	119	39.5	166.50	168.50	142.50-194.00	-	9	17	24	31	24	10	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-		
PUTER OPERATORS, CLASS C -----	108	39.5	145.50	134.00	128.00-162.00	3	13	54	9	16	1	6	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	95	39.5	143.00	134.00	125.50-161.00	3	13	49	5	14	1	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PUTER PROGRAMMERS, BUSINESS, CLASS A -----	41	39.5	261.50	258.00	234.00-297.00	-	-	-	-	4	-	-	8	9	5	6	6	3	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	33	39.5	250.00	246.50	230.00-270.00	-	-	-	-	4	-	-	8	9	5	3	3	1	-	-	-	-	-	-	-	-	-		
PUTER PROGRAMMERS, BUSINESS, CLASS B -----	106	39.0	224.50	213.00	192.00-240.00	-	-	-	7	12	15	21	24	8	6	2	1	3	5	1	-	1	-	-	-	-	-		
MANUFACTURING -----	33	39.5	259.00	242.00	211.00-323.50	-	-	-	-	4	3	2	7	4	2	1	1	2	5	1	-	1	-	-	-	-	-		
NONMANUFACTURING -----	73	39.0	208.50	206.00	185.00-226.00	-	-	-	7	8	12	19	17	4	4	1	-	1	-	-	-	-	-	-	-	-	-		
PUTER PROGRAMMERS, BUSINESS, CLASS C -----	37	39.5	172.50	164.00	152.50-192.00	-	-	6	11	3	12	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
PUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	60	40.0	399.00	407.00	378.00-440.50	-	-	-	-	-	-	-	1	-	6	-	1	1	1	7	12	5	11	6	8	1			
PUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	79	39.5	323.50	326.50	291.50-361.50	-	-	-	-	-	4	-	1	-	10	8	9	16	10	12	6	2	-	1	-	-			
MANUFACTURING -----	55	39.5	343.00	340.00	320.50-365.50	-	-	-	-	-	-	-	-	-	1	6	6	14	10	10	6	1	-	1	-	-			
PUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	27	39.5	267.00	272.00	237.50-288.00	-	-	-	-	-	-	-	9	3	5	7	2	-	1	-	-	-	-	-	-	-			
PUTERS, CLASS A -----	190	40.0	251.00	230.00	222.00-285.50	-	-	-	-	16	6	20	68	11	16	22	12	6	2	3	1	3	1	2	1	-			
MANUFACTURING -----	124	40.0	267.00	253.00	222.00-298.00	-	-	-	-	-	6	16	32	11	9	21	11	5	2	3	1	3	1	2	1	-			
PUTERS, CLASS B -----	176	40.0	210.50	219.50	175.00-235.00	-	-	26	10	11	27	14	52	20	-	-	3	12	-	1	-	-	-	-	-	-			
MANUFACTURING -----	135	40.0	224.50	229.00	189.50-238.00	-	-	6	2	11	27	12	45	16	-	-	3	12	-	1	-	-	-	-	-	-			
PUTERS, CLASS C -----	188	40.0	157.00	162.00	114.00-184.50	12	48	4	14	58	20	25	4	-	1	1	1	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	153	40.0	165.50	165.00	147.50-184.50	-	32	4	14	57	17	22	4	-	1	1	1	-	-	-	-	-	-	-	-	-			
TECHNICAL ASSISTANTS, INDUSTRIAL (REGISTERED) -----	87	39.5	213.50	211.50	187.50-234.00	-	-	2	-	13	16	29	6	10	5	5	1	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	83	39.5	213.00	211.50	186.00-234.00	-	-	2	-	13	15	28	5	9	5	5	1	-	-	-	-	-	-	-	-	-			

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Louisville, Ky.—Ind., November 1975

Sex, occupation, and industry occupation	Number of workers	Average (mean ²)		Sex, occupation, and industry occupation	Number of workers	Average (mean ²)		Sex, occupation, and industry occupation	Number of workers	Average (mean ²)	
		Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A -----	163	40.0	\$ 224.00	KEYPUNCH OPERATORS, CLASS B -----	567	39.5	\$ 132.50	COMPUTER OPERATORS, CLASS A -----	63	40.0	\$ 234.00
MANUFACTURING -----	65	40.0	230.00	MANUFACTURING -----	164	40.0	145.00	MANUFACTURING -----	30	40.0	246.00
NONMANUFACTURING -----	98	40.0	220.00	NONMANUFACTURING -----	403	39.5	127.00	NONMANUFACTURING -----	33	40.0	223.50
PUBLIC UTILITIES -----	42	40.0	236.00	PUBLIC UTILITIES -----	53	39.0	203.00				
CLERKS, ACCOUNTING, CLASS B -----	74	40.0	217.00	MESSENGERS -----	78	38.0	119.00	COMPUTER OPERATORS, CLASS B -----	135	39.5	186.50
MESSENGERS -----	84	39.0	123.50	NONMANUFACTURING -----	57	37.5	115.00	MANUFACTURING -----	52	40.0	225.00
MANUFACTURING -----	28	39.0	119.00	SECRETARIES -----	1,314	39.5	169.50	NONMANUFACTURING -----	83	39.5	162.50
NONMANUFACTURING -----	56	39.0	125.50	MANUFACTURING -----	717	39.5	182.00	COMPUTER OPERATORS, CLASS C -----	40	39.0	149.00
				NONMANUFACTURING -----	597	39.0	154.50	NONMANUFACTURING -----	33	39.0	142.00
				PUBLIC UTILITIES -----	101	39.0	229.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	34	39.5	274.00
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS A -----	74	39.5	182.00	NONMANUFACTURING -----	26	39.5	263.00
BILLEPS, MACHINE (BILLING MACHINE) -----	29	40.0	141.50	MANUFACTURING -----	39	39.5	194.50				
				NONMANUFACTURING -----	35	39.0	167.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	78	39.0	228.50
BILLEPS, MACHINE (BOOKKEEPING MACHINE) -----	75	38.5	101.00	SECRETARIES, CLASS B -----	313	39.0	173.00	MANUFACTURING -----	31	39.5	260.50
NONMANUFACTURING -----	59	39.0	95.50	MANUFACTURING -----	167	39.0	189.00	NONMANUFACTURING -----	47	39.0	207.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	38	39.0	156.50	NONMANUFACTURING -----	146	38.5	154.00				
MANUFACTURING -----	34	39.0	152.00	SECRETARIES, CLASS C -----	464	39.5	179.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	57	40.0	402.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	40	40.0	125.50	MANUFACTURING -----	303	40.0	189.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	73	39.5	325.00
CLERKS, ACCOUNTING, CLASS A -----	334	39.5	179.50	NONMANUFACTURING -----	161	38.5	161.00	MANUFACTURING -----	49	39.5	347.50
MANUFACTURING -----	154	39.5	183.00	PUBLIC UTILITIES -----	33	38.5	226.00				
NONMANUFACTURING -----	180	39.5	177.00	SECRETARIES, CLASS D -----	463	39.5	155.50	DATA PROCESSORS, CLASS A -----	190	40.0	251.00
PUBLIC UTILITIES -----	61	39.5	203.50	MANUFACTURING -----	208	39.5	163.50	MANUFACTURING -----	124	40.0	267.00
CLERKS, ACCOUNTING, CLASS B -----	629	39.5	134.00	NONMANUFACTURING -----	255	39.0	149.00				
MANUFACTURING -----	221	40.0	134.00	PUBLIC UTILITIES -----	49	39.0	233.50	DATA PROCESSORS, CLASS B -----	169	40.0	211.50
NONMANUFACTURING -----	408	39.0	132.00	STENOGRAPHERS, GENERAL -----	331	39.0	153.00	MANUFACTURING -----	129	40.0	226.50
CLERKS, FILE, CLASS B -----	212	39.5	116.00	MANUFACTURING -----	140	39.0	140.50				
NONMANUFACTURING -----	191	39.5	116.50	NONMANUFACTURING -----	191	39.0	162.00	DATA PROCESSORS, CLASS C -----	171	40.0	153.50
CLERKS, FILE, CLASS C -----	110	38.5	90.50	STENOGRAPHERS, SENIOR -----	215	39.0	165.50	MANUFACTURING -----	136	40.0	162.50
NONMANUFACTURING -----	110	38.5	90.50	MANUFACTURING -----	123	40.0	174.00				
CLERKS, ORDER -----	120	40.0	122.00	NONMANUFACTURING -----	92	37.5	154.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
CLERKS, PAYROLL -----	215	39.5	149.00	SWITCHBOARD OPERATORS -----	117	39.5	117.00	COMPUTER OPERATORS, CLASS B -----	77	38.5	164.00
MANUFACTURING -----	97	39.5	150.00	NONMANUFACTURING -----	93	39.5	104.50	MANUFACTURING -----	41	38.5	154.50
NONMANUFACTURING -----	118	39.0	148.00	SWITCHBOARD OPERATOR-RECEPTIONISTS -----	318	39.5	120.00	NONMANUFACTURING -----	36	38.5	175.00
KEYPUNCH OPERATORS, CLASS A -----	328	39.5	151.50	MANUFACTURING -----	168	39.5	120.00	COMPUTER OPERATORS, CLASS C -----	68	39.5	143.00
MANUFACTURING -----	90	39.5	169.00	NONMANUFACTURING -----	150	39.0	119.50	NONMANUFACTURING -----	62	39.5	143.50
NONMANUFACTURING -----	238	39.5	144.50	TABULATING-MACHINE OPERATORS, CLASS B -----	32	40.0	154.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	28	39.5	212.50
				TYPISTS, CLASS A -----	69	40.0	160.00	NONMANUFACTURING -----	26	39.5	210.50
				MANUFACTURING -----	29	39.5	164.50				
				NONMANUFACTURING -----	40	40.0	156.50	NURSES, INDUSTRIAL (REGISTERED) -----	86	39.5	212.50
				TYPISTS, CLASS B -----	373	39.5	116.00	MANUFACTURING -----	82	39.5	212.50
				MANUFACTURING -----	93	40.0	117.00				
				NONMANUFACTURING -----	280	39.0	115.50				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Louisville, Ky.—Ind., November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of--																											
		Mean ²	Median ²	Middle range ²	\$ 3.00 and under	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	\$ 8.00	\$ 8.40	\$ 8.80	\$ 9.20				
ALL WORKERS																																
BOILER TENDERS -----	224	\$ 5.23	\$ 5.43	\$ 3.31- 6.32	4	53	-	-	12	6	6	-	9	4	-	15	9	9	13	30	12	33	-	9	-	-	-	-	-	-		
MANUFACTURING -----	181	5.68	5.93	4.75- 6.61	4	13	-	-	12	6	6	-	6	4	-	15	9	9	13	30	12	33	-	9	-	-	-	-	-	-		
CARPENTERS, MAINTENANCE -----	210	6.17	6.41	5.03- 7.04	-	-	1	-	20	-	20	-	-	6	11	-	4	11	2	20	46	29	8	21	-	11	-	-	-	-		
MANUFACTURING -----	162	6.75	6.69	6.29- 7.04	-	-	-	-	-	-	-	-	-	-	10	-	4	11	2	20	46	29	8	21	-	11	-	-	-	-		
ELECTRICIANS, MAINTENANCE -----	672	7.08	6.93	6.58- 7.83	-	-	-	-	-	-	-	-	3	6	14	3	26	14	24	57	170	83	11	168	1	94	-	-	-	-		
MANUFACTURING -----	597	7.15	7.04	6.45- 7.83	-	-	-	-	-	-	-	-	3	3	13	3	26	11	24	54	103	83	11	168	1	94	-	-	-	-		
ENGINEERS, STATIONARY -----	142	6.59	6.41	5.82- 7.04	-	-	-	-	-	-	-	-	-	-	-	-	24	6	7	18	24	48	1	8	-	-	6	-	-	6		
MANUFACTURING -----	98	6.85	7.04	6.36- 7.04	-	-	-	-	-	-	-	-	-	-	-	-	4	5	7	16	4	48	-	8	-	-	6	-	-	6		
HELPERS, MAINTENANCE TRADES -----	54	5.04	4.89	4.52- 5.44	-	-	-	-	-	4	1	13	8	2	-	1	23	-	-	-	-	-	2	-	-	-	-	-	-	-		
MANUFACTURING -----	32	5.38	5.44	5.44- 5.55	-	-	-	-	-	4	-	-	-	2	-	1	23	-	-	-	-	2	-	-	-	-	-	-	-	-		
MACHINISTS, MAINTENANCE -----	489	6.86	6.93	6.58- 7.04	-	-	-	-	-	-	-	4	-	-	-	-	30	-	56	28	68	189	11	92	-	11	-	-	-	-		
MANUFACTURING -----	475	6.86	6.93	6.43- 7.04	-	-	-	-	-	-	-	4	-	-	-	-	30	-	56	28	54	189	11	92	-	11	-	-	-	-		
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	635	6.13	6.16	5.55- 6.54	-	3	13	4	-	-	21	4	34	21	9	19	47	7	109	72	128	23	65	44	-	12	-	-	-	-		
MANUFACTURING -----	162	6.15	6.16	5.00- 7.04	-	-	-	-	-	-	21	4	10	-	9	10	3	7	4	27	20	9	-	26	-	12	-	-	-	-		
NONMANUFACTURING -----	473	6.12	6.15	5.87- 6.47	-	3	13	4	-	-	-	-	24	21	-	9	44	-	105	45	108	14	65	18	-	-	-	-	-	-		
PUBLIC UTILITIES -----	203	6.79	6.42	6.42- 7.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	11	108	-	60	18	-	-	-	-	-	-		
MECHANICS, MAINTENANCE -----	1,057	5.95	6.11	5.13- 6.76	-	-	-	-	-	-	-	90	26	4	221	34	4	91	17	216	112	207	23	12	-	-	-	-	-	-		
MANUFACTURING -----	987	5.91	6.11	5.13- 6.69	-	-	-	-	-	-	-	90	26	4	221	34	4	90	11	181	86	207	21	12	-	-	-	-	-	-		
NONMANUFACTURING: PUBLIC UTILITIES -----	65	6.45	6.24	6.24- 6.75	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	30	26	-	2	-	-	-	-	-	-	-		
MILLWRIGHTS -----	342	7.73	8.54	7.68- 8.54	-	-	-	-	-	2	-	-	-	-	40	-	-	-	-	19	-	-	19	68	-	194	-	-	-	-		
MANUFACTURING -----	342	7.73	8.54	7.68- 8.54	-	-	-	-	-	2	-	-	-	-	40	-	-	-	-	19	-	-	19	68	-	194	-	-	-	-		
PAINTERS, MAINTENANCE -----	125	5.74	5.87	4.45- 6.67	-	-	1	-	-	20	-	22	-	1	-	-	4	-	18	8	27	16	1	7	-	-	-	-	-	-		
MANUFACTURING -----	79	6.53	6.43	5.87- 6.94	-	-	-	-	-	-	-	-	-	-	-	-	4	-	17	8	26	16	1	7	-	-	-	-	-	-		
PIPEFITTERS, MAINTENANCE -----	380	7.26	7.28	6.31- 7.73	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	110	24	41	26	113	-	65	-	-	-	-		
MANUFACTURING -----	380	7.26	7.28	6.31- 7.73	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	110	24	41	26	113	-	65	-	-	-	-		
SHEET-METAL WORKERS, MAINTENANCE -----	79	7.41	7.70	6.85- 7.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	6	16	-	44	-	5	-	-	-	-		
MANUFACTURING -----	79	7.41	7.70	6.85- 7.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	6	16	-	44	-	5	-	-	-	-		
TOOL AND DIE MAKERS -----	429	6.82	6.43	6.43- 7.17	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	59	230	20	13	53	-	-	34	-	-	34		
MANUFACTURING -----	429	6.82	6.43	6.43- 7.17	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	59	230	20	13	53	-	-	34	-	-	34		

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Louisville, Ky.—Ind., November 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$	2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	6.00	6.40	6.80	7.20				
					and	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	6.00	6.40	6.80	7.20	7.60					
ALL WORKERS-- CONTINUED																																
TRUCKDRIVERS - CONTINUED																																
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	61	\$ 5.67	\$ 5.99	\$ 5.56- 6.24	-	-	-	-	-	-	-	-	-	-	-	-	-	7	8	-	-	-	4	26	16	-	-	-				
MANUFACTURING -----	61	5.67	5.99	5.56- 6.24	-	-	-	-	-	-	-	-	-	-	-	-	-	7	8	-	-	-	4	26	16	-	-	-				
TRUCKERS, POWER (FORKLIFT) -----	2,011	5.02	4.79	4.51- 5.52	-	-	-	4	11	2	6	170	96	65	38	41	251	341	89	205	49	187	53	225	58	-	120					
MANUFACTURING -----	1,843	5.03	4.79	4.51- 5.51	-	-	-	-	-	-	4	168	94	64	30	34	251	278	77	205	31	187	53	225	22	-	120					
NONMANUFACTURING -----	168	4.91	4.78	4.60- 5.25	-	-	-	4	11	2	2	2	2	1	8	7	-	63	12	-	18	-	-	-	36	-	-					
WAREHOUSEMEN -----	228	4.51	4.25	4.14- 4.94	-	-	-	-	-	13	7	-	-	1	48	67	19	3	15	10	18	1	21	4	1	-	-					
MANUFACTURING -----	65	4.87	4.96	4.55- 5.17	-	-	-	-	-	-	-	-	-	-	-	4	19	3	15	10	14	-	-	-	-	-	-					
NONMANUFACTURING -----	163	4.37	4.25	4.14- 4.25	-	-	-	-	-	13	7	-	-	1	48	63	-	-	-	-	4	1	21	4	1	-	-					

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Louisville, Ky.—Ind., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	224	5.23	GUARDS AND WATCHMEN -----	1,410	3.08	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	181	5.68	MANUFACTURING -----	420	4.92	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,046	5.32
CARPENTERS, MAINTENANCE -----	210	6.17	NONMANUFACTURING -----	990	2.30	MANUFACTURING -----	214	5.71
MANUFACTURING -----	162	6.75	GUARDS:			NONMANUFACTURING -----	832	5.22
ELECTRICIANS, MAINTENANCE -----	672	7.08	MANUFACTURING -----	331	5.31	PUBLIC UTILITIES -----	314	6.24
MANUFACTURING -----	597	7.15	WATCHMEN:			TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	902	6.55
ENGINEERS, STATIONARY -----	142	6.59	MANUFACTURING -----	89	3.47	MANUFACTURING -----	96	5.48
MANUFACTURING -----	98	6.85	JANITORS, PORTERS, AND CLEANERS ---	2,114	3.50	NONMANUFACTURING -----	806	6.68
HELPERS, MAINTENANCE TRADES -----	54	5.04	MANUFACTURING -----	955	4.73	PUBLIC UTILITIES -----	480	6.97
MANUFACTURING -----	32	5.38	NONMANUFACTURING -----	1,159	2.48	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----		
MACHINISTS, MAINTENANCE -----	489	6.86	PUBLIC UTILITIES -----	63	4.62	MANUFACTURING -----	61	5.67
MANUFACTURING -----	475	6.86	LABORERS, MATERIAL HANDLING -----	1,563	4.82		61	5.67
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	635	6.13	MANUFACTURING -----	1,273	4.78	TRUCKERS, POWER (FORKLIFT) -----	1,973	5.02
MANUFACTURING -----	162	6.15	NONMANUFACTURING -----	290	4.95	MANUFACTURING -----	1,805	5.04
NONMANUFACTURING -----	473	6.12	ORDER FILLERS -----	817	4.88	NONMANUFACTURING -----	168	4.91
PUBLIC UTILITIES -----	203	6.79	MANUFACTURING -----	386	4.76	WAREHOUSEMEN -----	217	4.50
MECHANICS, MAINTENANCE -----	1,057	5.95	NONMANUFACTURING -----	431	4.99	MANUFACTURING -----	58	4.86
MANUFACTURING -----	987	5.91	PACKERS, SHIPPING -----	266	4.98	NONMANUFACTURING -----	159	4.37
NONMANUFACTURING: PUBLIC UTILITIES -----	65	6.45	MANUFACTURING -----	218	5.16	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MILLWRIGHTS -----	342	7.73	RECEIVING CLERKS -----	332	5.49	JANITORS, PORTERS, AND CLEANERS ---	1,539	2.71
MANUFACTURING -----	342	7.73	MANUFACTURING -----	208	5.79	MANUFACTURING -----	224	4.59
PAINTERS, MAINTENANCE -----	125	5.74	NONMANUFACTURING -----	124	4.99	NONMANUFACTURING -----	1,315	2.39
MANUFACTURING -----	79	6.53	SHIPPING CLERKS -----	56	5.17	LABORERS, MATERIAL HANDLING -----	93	4.22
PIPEFITTERS, MAINTENANCE -----	380	7.26	MANUFACTURING -----	33	5.05	MANUFACTURING -----	91	4.24
MANUFACTURING -----	380	7.26	SHIPPING AND RECEIVING CLERKS ---	92	4.32	ORDER FILLERS -----	97	3.68
SHEET-METAL WORKERS, MAINTENANCE --	79	7.41	MANUFACTURING -----	82	4.10	MANUFACTURING -----	73	3.53
MANUFACTURING -----	79	7.41	TRUCKDRIVERS -----	2,227	5.67	TRUCKERS, POWER (FORKLIFT) -----	38	4.57
TOOL AND DIE MAKERS -----	429	6.82	MANUFACTURING -----	506	5.31	MANUFACTURING -----	38	4.57
MANUFACTURING -----	429	6.82	NONMANUFACTURING -----	1,721	5.78			
			PUBLIC UTILITIES -----	804	6.65			
			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	141	2.72			
			NONMANUFACTURING -----	73	2.32			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Louisville, Ky.—Ind., for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to November 1974	November 1974 to November 1975
All industries:			
Office clerical (men and women).....	5.4	9.9	8.9
Electronic data processing (men and women)	*	8.0	6.8
Industrial nurses (men and women).....	6.4	11.9	8.3
Skilled maintenance trades (men).....	5.8	11.5	8.9
Unskilled plant workers (men).....	6.2	13.5	9.1
Manufacturing:			
Office clerical (men and women).....	5.0	9.2	8.0
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women).....	6.4	11.9	8.3
Skilled maintenance trades (men).....	5.3	12.0	8.8
Unskilled plant workers (men).....	6.6	13.7	9.0
Nonmanufacturing:			
Office clerical (men and women).....	5.7	10.3	9.6
Electronic data processing (men and women)	*	8.6	7.1
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	4.7	12.8	9.4

* Data not available.

** Data do not meet publication criteria

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit; mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wage increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (men and women) is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100, is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

Establishments and workers within scope of survey and number studied
in Louisville, Ky.—Ind.,¹ November 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions.....	-	700	144	174,058	100	108,196
Manufacturing.....	50	250	58	100,424	58	69,822
Nonmanufacturing.....	-	450	86	73,634	42	38,374
Transportation, communication, and other public utilities ⁵	50	59	16	17,628	10	13,218
Wholesale trade ⁶	50	66	11	8,152	5	3,134
Retail trade ⁶	50	163	19	26,616	15	11,515
Finance, insurance, and real estate ⁶	50	62	12	10,787	6	6,523
Services ^{6,7}	50	100	28	10,451	6	3,984

¹ The Louisville Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Bullitt, Jefferson, and Oldham Counties, Ky.; and Clark and Floyd Counties, Ind. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledger, reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple assisting in preparing more complicated journal vouchers. May work in either a manual or automatic accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and computing documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings partly classified material by finer subheadings. Prepares simple related index and cross-reference lists. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may mail out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices against original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

CLERK, PUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train experienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, filing, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous codes or missing information.

CLERK, MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

CLERK, SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. Work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Worker transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculation have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout of typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear draft or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new program required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of program with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instruction and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by printing, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing the difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in normal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; all work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific and engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; or performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

to close tolerances; making standard shop computations relating to dimensions of work, tooling, speeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body parts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in shaping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, or centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as gears and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, or illegal entry.

CLEANER, PORTER, OR TENDR

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other debris; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing janitorial and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damage; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored material; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ¹	Area	Bulletin number and price ¹
Akron, Ohio, Dec. 1974	Suppl. Free	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Cattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Dayton-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach		Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Ft. Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	San Antonio, Tex., May 1975	1850-23, 65 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Greenville, S.C., June 1975	1850-42, 65 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	Spokane, Wash., June 1974 ²	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jackson, Miss., Feb. 1975	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Jansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Wichita, Kans., Apr. 1975	Suppl. Free
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Macdonald-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents		

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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50-80

WAGE SURVEY

Akron, Ohio, Metropolitan Area
December 1975

Bulletin 1850-80



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Bureau of Labor Statistics

Preface

This bulletin provides results of a December 1975 survey of occupational earnings in the Akron, Ohio, Standard Metropolitan Statistical Area (Portage and Summit Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Akron survey was conducted by the Bureau's regional office in Chicago, Illinois, under the general direction of Lois L. Orr, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

AREA WAGE SURVEY

Bulletin 1850-80
April 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Columbus, Ohio, Metropolitan Area, December 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 50 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers' occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Akron, Ohio, December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of--																								
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300				
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
						85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	over ³				
ALL WORKERS																														
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	35	40.0	\$ 138.00	\$ 141.50	\$ 120.00-160.00	-	-	1	-	4	-	10	2	3	4	10	1	-	-	-	-	-	-	-	-	-	-			
BOOKS, ACCOUNTING, CLASS A -----	479	40.0	191.00	199.00	164.00-214.00	-	-	-	-	3	7	11	14	7	65	28	37	31	41	92	88	35	3	3	5	9				
MANUFACTURING -----	304	40.0	190.00	193.00	164.50-207.00	-	-	-	-	3	6	8	7	2	39	22	27	31	41	51	34	18	1	1	5	8				
NONMANUFACTURING -----	175	40.0	193.00	200.00	161.00-214.00	-	-	-	-	-	1	3	7	5	26	6	10	-	-	41	54	17	2	2	-	1				
BOOKS, ACCOUNTING, CLASS B -----	468	40.0	151.50	148.50	123.00-182.00	-	-	5	3	18	43	73	41	96	20	17	25	27	74	1	24	-	1	-	-	-				
MANUFACTURING -----	218	40.0	152.00	147.00	133.00-172.50	-	-	-	-	10	11	22	34	44	19	15	21	18	22	-	1	-	1	-	-	-				
NONMANUFACTURING -----	250	40.0	151.00	149.00	120.00-190.00	-	-	5	3	8	32	51	7	52	1	2	4	9	52	1	23	-	-	-	-	-				
PUBLIC UTILITIES -----	124	40.0	181.00	190.00	140.00-190.00	-	-	-	-	-	-	-	-	39	-	-	1	8	52	1	23	-	-	-	-	-				
BOOKS, FILE, CLASS A -----	54	40.0	161.00	179.00	130.00-180.00	-	-	-	-	-	2	3	10	7	3	1	2	24	1	-	-	1	-	-	-	-				
BOOKS, FILE, CLASS B -----	146	39.5	130.00	119.00	110.50-140.00	1	-	2	9	17	45	14	13	11	9	10	4	2	8	-	-	1	-	-	-	-				
MANUFACTURING -----	54	40.0	132.00	132.50	111.50-140.00	-	-	-	3	3	14	6	9	8	7	1	2	1	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	92	39.0	129.00	115.00	110.00-140.50	1	-	2	6	14	31	8	4	3	2	9	2	1	8	-	-	1	-	-	-	-				
BOOKS, FILE, CLASS C -----	64	39.5	106.50	99.50	93.00-100.00	-	6	16	10	24	2	1	1	-	-	-	-	-	-	4	-	-	-	-	-	-				
BOOKS, ORDER -----	92	39.5	104.00	101.50	130.50-190.00	-	-	-	-	6	10	3	11	2	7	9	10	11	1	6	5	4	3	2	2	-				
MANUFACTURING -----	44	39.5	101.50	107.00	140.00-210.00	-	-	-	-	-	4	3	4	2	7	2	2	3	1	4	1	4	3	2	2	-				
NONMANUFACTURING -----	48	39.5	100.00	100.00	120.00-180.00	-	-	-	-	6	6	-	7	-	-	7	8	5	-	2	4	-	-	-	-	-				
BOOKS, PAYROLL -----	194	39.5	173.00	172.00	144.00-200.00	-	-	-	1	3	5	8	23	18	21	18	17	13	5	17	33	9	2	-	-	1				
MANUFACTURING -----	107	40.0	166.00	160.00	133.50-191.00	-	-	-	1	2	-	7	23	13	8	4	13	8	5	10	7	4	1	-	-	1				
NONMANUFACTURING -----	87	39.5	182.00	182.00	150.00-214.00	-	-	-	-	1	5	1	-	3	13	14	6	5	-	7	26	5	1	-	-	-				
PUBLIC UTILITIES -----	50	40.0	197.00	213.50	160.50-214.00	-	-	-	-	-	-	-	-	-	12	4	-	1	-	7	26	5	1	-	-	-				
PUNCH OPERATORS, CLASS A -----	354	40.0	176.50	177.50	147.50-210.00	-	-	-	-	-	4	16	43	37	40	29	10	20	49	16	73	14	2	3	-	-				
MANUFACTURING -----	266	40.0	171.00	165.00	140.00-190.00	-	-	-	-	-	1	15	42	33	28	22	17	19	35	16	19	14	2	3	-	-				
NONMANUFACTURING -----	98	40.0	191.50	214.00	163.50-214.00	-	-	-	-	-	3	1	1	4	12	7	1	1	14	-	54	-	-	-	-	-				
PUNCH OPERATORS, CLASS B -----	295	40.0	142.50	130.00	110.50-152.00	-	-	-	11	31	37	57	41	31	27	4	2	2	1	36	4	3	5	3	-	-				
MANUFACTURING -----	152	40.0	140.50	126.50	120.00-150.00	-	-	-	2	15	23	39	17	14	22	2	2	2	1	2	-	3	5	3	-	-				
NONMANUFACTURING -----	143	39.5	144.50	131.50	117.00-200.00	-	-	-	9	16	14	18	24	17	5	2	-	-	-	34	4	-	-	-	-	-				
ENGINEERS -----	87	40.0	115.00	107.50	101.00-125.00	-	5	4	9	24	12	10	10	5	-	-	-	-	2	-	1	-	-	-	-	-				
MANUFACTURING -----	72	40.0	109.50	105.00	100.00-119.00	-	5	4	9	25	12	8	7	2	-	-	-	-	-	-	-	-	-	-	-	-				
SECRETARIES -----	1,766	39.5	180.00	178.00	150.00-208.50	-	-	2	-	28	35	104	100	145	131	122	183	154	131	153	169	146	56	23	11	5				
MANUFACTURING -----	1,352	40.0	183.50	183.00	157.50-200.00	-	-	-	-	12	21	61	70	89	96	133	147	133	122	145	131	110	40	20	9	5				
NONMANUFACTURING -----	414	39.0	167.50	163.00	130.00-197.00	-	-	2	8	16	14	43	22	56	35	49	36	21	9	8	38	36	16	3	2	-				
PUBLIC UTILITIES -----	145	40.0	207.50	213.50	164.50-233.50	-	-	-	-	-	-	3	-	5	7	14	1	14	4	6	36	35	15	3	2	-				
SECRETARIES, CLASS A -----	161	40.0	222.50	224.50	211.00-230.00	-	-	-	-	-	-	-	3	-	2	1	5	4	14	10	21	61	32	6	1	1				
MANUFACTURING -----	142	40.0	227.00	227.00	217.50-240.50	-	-	-	-	-	-	-	-	-	-	-	1	2	13	9	20	60	31	5	-	1				
SECRETARIES, CLASS B -----	369	39.5	192.00	190.50	160.00-213.50	-	-	-	-	-	3	7	8	12	23	51	40	35	33	48	47	43	10	-	5	4				
MANUFACTURING -----	291	40.0	197.50	198.00	170.50-210.00	-	-	-	-	-	-	-	8	1	15	38	26	32	29	47	45	38	3	-	5	4				
NONMANUFACTURING -----	78	39.0	172.00	168.00	140.00-180.00	-	-	-	-	-	3	7	-	11	8	13	14	3	4	1	2	5	7	-	-	-				
SECRETARIES, CLASS C -----	698	40.0	173.50	170.00	147.50-190.50	-	-	-	-	2	11	49	54	88	61	83	84	76	57	39	22	39	13	15	5	-				
MANUFACTURING -----	553	40.0	172.50	171.00	140.50-190.00	-	-	-	-	1	7	41	47	64	49	58	70	70	57	38	15	11	6	15	4	-				
NONMANUFACTURING -----	145	39.0	177.00	165.00	140.00-210.00	-	-	-	-	1	4	8	7	24	12	25	14	6	-	1	7	28	7	-	1	-				
PUBLIC UTILITIES -----	67	40.0	207.50	222.50	164.00-233.50	-	-	-	-	-	-	3	-	-	3	13	-	4	-	1	7	28	7	-	1	-				

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Akron, Ohio, December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																						
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300		
						85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	240	260	280	300	over		
ALL WORKERS-- CONTINUED																												
SECRETARIES - CONTINUED																												
SECRETARIES, CLASS 0 -----	417	39.5	\$ 156.00	\$ 155.50	\$ 129.50-178.00	-	-	2	8	26	21	48	35	45	44	47	48	34	15	9	30	2	1	2	-	-	-	
MANUFACTURING -----	245	40.0	156.50	160.00	136.00-176.50	-	-	-	-	11	14	20	23	24	31	37	44	24	11	4	2	-	-	-	-	-	-	
NONMANUFACTURING -----	172	38.5	155.00	144.50	123.00-185.50	-	-	2	8	15	7	28	12	21	13	10	4	10	4	5	28	2	1	2	-	-	-	
PUBLIC UTILITIES -----	63	40.0	199.50	213.50	183.50-213.50	-	-	-	-	-	-	-	-	5	4	1	1	10	4	5	28	2	1	2	-	-	-	
STENOGRAPHERS, GENERAL -----	307	40.0	144.50	138.00	125.00-161.00	-	-	-	-	4	44	58	51	31	31	35	12	31	8	-	-	2	-	-	-	-	-	
MANUFACTURING -----	220	40.0	141.00	137.00	123.00-156.50	-	-	-	-	4	28	51	41	28	24	18	10	14	2	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	87	39.5	153.50	160.00	127.00-182.00	-	-	-	-	-	16	7	10	3	7	17	2	17	6	-	-	2	-	-	-	-	-	
STENOGRAPHERS, SENIOR -----	430	39.5	172.00	171.50	150.00-194.00	-	-	-	-	8	5	11	39	37	43	54	52	50	88	15	8	15	3	2	-	-	-	
MANUFACTURING -----	332	40.0	171.00	171.00	153.00-190.50	-	-	-	-	-	-	6	29	37	40	45	43	46	66	14	2	2	-	-	-	-		
NONMANUFACTURING -----	98	38.5	175.00	177.00	136.00-199.50	-	-	-	-	8	5	5	10	-	3	9	9	4	22	1	6	13	3	-	-	-	-	
PUBLIC UTILITIES -----	49	40.0	203.00	197.00	190.00-224.00	-	-	-	-	-	-	-	-	-	3	4	3	4	12	1	6	13	3	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS A ----	33	40.0	186.50	185.00	180.00-200.00	-	-	-	-	-	1	1	1	1	-	-	4	10	5	6	-	4	-	-	-	-	-	
SWITCHBOARD OPERATORS, CLASS B ----	49	39.0	127.50	126.00	103.00-144.00	2	-	-	8	7	4	8	6	2	3	5	3	1	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	39	38.5	119.00	118.00	101.00-131.50	2	-	-	8	7	4	8	6	1	-	-	3	-	-	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	144	39.5	142.00	135.00	120.50-149.00	-	-	-	-	10	26	9	38	30	1	6	10	1	4	-	1	8	-	-	-	-	-	
NONMANUFACTURING -----	54	40.0	143.00	138.00	133.50-145.50	-	-	-	-	-	7	3	18	16	1	4	-	1	4	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	144	39.5	141.50	130.00	115.50-149.00	-	-	-	-	10	19	6	20	14	-	2	10	-	-	-	1	8	-	-	-	-	-	
MANUFACTURING -----	54	40.0	143.00	138.00	133.50-145.50	-	-	-	-	-	7	3	18	16	1	4	-	1	4	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	30	40.0	150.00	135.00	130.50-166.00	-	-	-	-	1	2	3	10	6	-	-	2	3	-	-	2	1	-	-	-	-	-	
MANUFACTURING -----	27	40.0	142.00	135.00	132.50-145.00	-	-	-	-	1	2	3	10	6	-	-	2	3	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	188	40.0	150.00	147.50	133.00-164.00	-	-	-	-	3	13	22	28	36	28	23	11	12	10	-	-	2	-	-	-	-	-	
MANUFACTURING -----	122	40.0	146.50	145.00	129.00-162.00	-	-	-	-	2	11	19	20	22	15	14	7	8	4	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	66	39.5	156.50	154.50	141.00-168.50	-	-	-	-	1	2	3	8	14	13	9	4	4	6	-	-	2	-	-	-	-	-	
PUBLIC UTILITIES -----	41	40.0	165.50	154.50	150.50-180.00	-	-	-	-	-	-	-	5	5	12	3	4	4	6	-	-	2	-	-	-	-	-	
TYPISTS, CLASS B -----	316	39.5	123.00	113.50	101.00-132.00	-	7	42	19	63	65	32	21	16	5	12	9	5	1	-	12	7	-	-	-	-	-	
MANUFACTURING -----	135	40.0	128.50	122.00	111.50-141.50	-	-	-	6	25	31	22	14	13	4	6	8	5	1	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	181	39.0	119.50	106.50	94.00-121.00	-	7	42	13	38	34	10	7	3	1	6	1	-	-	-	12	7	-	-	-	-	-	
PUBLIC UTILITIES -----	30	40.0	194.00	211.00	161.50-211.00	-	-	-	-	-	-	-	2	1	1	6	1	-	-	-	12	7	-	-	-	-	-	

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Akron, Ohio, December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	Under \$130	\$130 and under 140	\$140-150	\$150-160	\$160-170	\$170-180	\$180-200	\$200-220	\$220-240	\$240-260	\$260-280	\$280-300	\$300-320	\$320-340	\$340-360	\$360-380	\$380-400	\$400-420	\$420-440	\$440-460	\$460 and over	
ALL WORKERS			\$	\$	\$																						
COMPUTER OPERATORS, CLASS A -----	99	40.0	226.50	224.00	209.50-237.00	-	-	-	-	-	4	5	27	40	13	8	-	-	-	2	-	-	-	-	-	-	-
MANUFACTURING -----	78	40.0	225.00	222.00	205.50-239.00	-	-	-	-	-	4	5	27	23	13	4	-	-	-	2	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	150	40.0	196.50	191.50	175.50-218.50	-	1	4	8	17	18	39	26	31	3	-	-	2	1	-	-	-	-	-	-	-	-
MANUFACTURING -----	112	40.0	196.50	193.50	174.50-218.00	-	1	2	7	14	13	28	20	23	1	-	-	2	1	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	38	39.5	197.00	184.00	177.50-221.00	-	-	2	1	3	5	11	6	8	2	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	57	39.5	154.50	147.50	136.00-160.00	5	15	11	9	5	2	5	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	138	40.0	309.50	307.50	284.00-327.50	-	-	-	-	-	-	-	-	3	9	16	27	43	14	11	6	3	6	-	-	-	-
MANUFACTURING -----	125	40.0	313.00	309.50	288.00-329.50	-	-	-	-	-	-	-	-	1	7	13	24	40	14	11	6	3	6	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	241	40.0	252.00	249.00	228.00-275.00	-	-	-	-	2	-	9	30	46	64	40	28	15	7	-	-	-	-	-	-	-	-
MANUFACTURING -----	211	40.0	254.00	250.50	227.00-276.00	-	-	-	-	-	-	7	28	39	53	35	28	14	7	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	30	39.5	236.50	243.00	230.00-254.00	-	-	-	-	2	-	2	2	7	11	5	-	1	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	66	40.0	209.00	212.50	193.50-229.00	-	-	5	2	-	3	12	17	20	4	2	1	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	51	40.0	212.00	213.00	195.00-234.00	-	-	5	-	-	-	12	12	15	4	2	1	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	104	40.0	360.00	362.00	329.00-386.00	-	-	-	-	-	-	-	-	-	-	1	6	12	16	16	19	16	10	6	1	1	1
MANUFACTURING -----	86	40.0	369.00	368.50	344.00-392.00	-	-	-	-	-	-	-	-	-	-	1	1	7	10	16	18	15	10	6	1	1	1
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	66	40.0	321.00	320.00	307.50-342.50	-	-	-	-	-	-	-	3	-	4	5	4	17	16	7	5	-	1	3	1	-	-
MANUFACTURING -----	55	40.0	321.00	320.00	296.50-337.00	-	-	-	-	-	-	-	3	-	4	4	4	12	15	3	5	-	1	3	1	-	-
DRAFTERS, CLASS A -----	351	40.0	269.00	253.00	221.00-286.50	-	-	-	-	-	-	16	69	56	63	48	31	2	-	8	17	20	17	4	-	-	-
MANUFACTURING -----	297	40.0	270.50	249.50	218.50-287.50	-	-	-	-	-	-	16	63	50	54	30	16	2	-	8	17	20	17	4	-	-	-
DRAFTERS, CLASS B -----	280	40.0	212.00	211.50	182.00-231.50	-	-	32	2	11	23	45	52	55	27	14	8	2	6	3	-	-	-	-	-	-	-
MANUFACTURING -----	266	40.0	209.00	208.50	178.50-230.00	-	-	32	2	11	23	45	52	55	24	3	8	2	6	3	-	-	-	-	-	-	-
DRAFTERS, CLASS C -----	125	40.0	191.50	198.00	168.00-211.50	6	-	9	2	16	17	15	41	16	-	2	1	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	55	40.0	175.50	176.00	160.00-193.50	*6	-	6	-	13	14	6	7	-	-	2	1	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED) -----	61	40.0	230.50	229.00	214.00-236.00	-	-	-	-	-	-	4	16	30	6	-	1	3	1	-	-	-	-	-	-	-	-
MANUFACTURING -----	59	40.0	230.00	229.00	214.50-234.50	-	-	-	-	-	-	4	15	30	6	-	-	3	1	-	-	-	-	-	-	-	-

* Workers were distributed as follows: 3 at \$110 to \$120; and 3 at \$120 to \$130.

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Akron, Ohio, December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			\$
CLERKS, ACCOUNTING, CLASS A -----	50	40.0	220.00	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A -----	96	40.0	227.50
MANUFACTURING -----	37	40.0	217.00					MANUFACTURING -----	75	40.0	226.50
MESSENGERS -----	61	40.0	113.00	SECRETARIES, CLASS A -----	161	40.0	222.50	COMPUTER OPERATORS, CLASS B -----	118	40.0	202.50
MANUFACTURING -----	51	40.0	109.00	MANUFACTURING -----	142	40.0	227.00	MANUFACTURING -----	91	40.0	202.50
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS B -----	369	39.5	192.00	NONMANUFACTURING -----	27	39.5	203.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	35	40.0	138.00	MANUFACTURING -----	291	40.0	197.50	COMPUTER OPERATORS, CLASS C -----	47	40.0	154.50
CLERKS, ACCOUNTING, CLASS A -----	429	40.0	188.00	NONMANUFACTURING -----	78	39.0	172.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	128	40.0	310.00
MANUFACTURING -----	267	40.0	186.50	SECRETARIES, CLASS C -----	696	40.0	173.50	MANUFACTURING -----	115	40.0	314.50
NONMANUFACTURING -----	162	40.0	190.00	MANUFACTURING -----	552	40.0	172.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	186	40.0	256.00
CLERKS, ACCOUNTING, CLASS B -----	458	40.0	151.00	NONMANUFACTURING -----	144	39.0	176.00	MANUFACTURING -----	162	40.0	258.50
MANUFACTURING -----	214	40.0	152.00	PUBLIC UTILITIES -----	66	40.0	206.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	51	40.0	208.00
NONMANUFACTURING -----	244	40.0	150.50	SECRETARIES, CLASS D -----	416	39.5	155.50	MANUFACTURING -----	43	40.0	212.00
PUBLIC UTILITIES -----	119	40.0	180.50	MANUFACTURING -----	245	40.0	156.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	104	40.0	360.00
CLERKS, FILE, CLASS A -----	51	40.0	161.50	NONMANUFACTURING -----	171	38.5	154.50	MANUFACTURING -----	86	40.0	369.00
CLERKS, FILE, CLASS B -----	140	39.5	129.50	PUBLIC UTILITIES -----	62	40.0	198.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	65	40.0	321.00
MANUFACTURING -----	51	40.0	131.50	STENOGRAPHERS, GENERAL -----	306	40.0	144.50	MANUFACTURING -----	54	40.0	320.50
NONMANUFACTURING -----	89	39.0	128.50	MANUFACTURING -----	220	40.0	141.00	ORAFTERS, CLASS A -----	342	40.0	271.00
CLERKS, FILE, CLASS C -----	64	39.5	106.50	NONMANUFACTURING -----	86	39.5	153.50	MANUFACTURING -----	291	40.0	272.00
CLERKS, ORDER -----	53	39.5	145.00	STENOGRAPHERS, SENIOR -----	429	39.5	172.00	ORAFTERS, CLASS B -----	266	40.0	211.50
MANUFACTURING -----	28	39.5	155.00	MANUFACTURING -----	332	40.0	171.00	MANUFACTURING -----	254	40.0	209.00
NONMANUFACTURING -----	25	39.0	133.50	NONMANUFACTURING -----	97	38.5	175.00	ORAFTERS, CLASS C -----	89	40.0	193.00
CLERKS, PAYROLL -----	180	39.5	169.50	PUBLIC UTILITIES -----	48	40.0	204.00	MANUFACTURING -----	48	40.0	182.50
MANUFACTURING -----	99	40.0	161.50	SWITCHBOARD OPERATORS, CLASS A -----	30	40.0	186.50	COMPUTER OPERATORS, CLASS B -----	32	39.5	174.50
NONMANUFACTURING -----	81	39.5	179.50	SWITCHBOARD OPERATORS, CLASS B -----	49	39.0	127.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	55	40.0	239.50
PUBLIC UTILITIES -----	50	40.0	195.00	NONMANUFACTURING -----	39	38.5	119.00	MANUFACTURING -----	49	40.0	240.50
KEYPUNCH OPERATORS, CLASS A -----	362	40.0	177.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	144	39.5	142.00	NURSES, INDUSTRIAL (REGISTERED) -----	61	40.0	230.50
MANUFACTURING -----	264	40.0	171.50	MANUFACTURING -----	54	40.0	143.00	MANUFACTURING -----	59	40.0	230.00
NONMANUFACTURING -----	98	40.0	191.50	NONMANUFACTURING -----	90	39.5	141.50				
KEYPUNCH OPERATORS, CLASS B -----	295	40.0	142.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	30	40.0	150.00				
MANUFACTURING -----	152	40.0	140.50	MANUFACTURING -----	27	40.0	142.00				
NONMANUFACTURING -----	143	39.5	144.50	TYPISTS, CLASS A -----	188	40.0	150.00				
MESSENGERS -----	26	40.0	118.50	MANUFACTURING -----	122	40.0	146.50				
SECRETARIES -----	1,763	39.5	180.00	NONMANUFACTURING -----	66	39.5	156.50				
MANUFACTURING -----	1,351	40.0	183.50	PUBLIC UTILITIES -----	41	40.0	165.50				
NONMANUFACTURING -----	412	39.0	167.00	TYPISTS, CLASS B -----	313	39.5	122.50				
PUBLIC UTILITIES -----	143	40.0	207.00	MANUFACTURING -----	135	40.0	128.50				
				NONMANUFACTURING -----	178	39.0	117.50				
				PUBLIC UTILITIES -----	27	40.0	190.50				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Akron, Ohio, December 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																												
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					4.80	4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.70	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	and over						
					Under \$4.80																												
						4.90	5.00	5.10	5.20	5.30	5.40	5.50	5.60	5.70	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	over						
ALL WORKERS																																	
BOILER TENDERS -----	44	\$ 5.82	\$ 5.71	\$ 5.48- 5.82	-	-	-	-	4	-	-	8	-	-	11	17	-	-	-	-	-	-	1	3	-	-	-						
MANUFACTURING -----	40	5.89	5.80	5.71- 5.82	-	-	-	-	-	-	-	8	-	-	11	17	-	-	-	-	-	-	1	3	-	-	-						
CARPENTERS, MAINTENANCE -----	124	5.97	6.00	5.80- 6.00	2	-	-	-	1	-	-	3	1	6	17	29	56	1	1	-	-	-	-	-	7	-	-						
MANUFACTURING -----	118	5.97	6.00	5.80- 6.00	2	-	-	-	-	-	-	3	-	6	17	29	54	-	-	-	-	-	-	-	7	-	-						
ELECTRICIANS, MAINTENANCE -----	561	6.15	5.99	5.82- 6.00	1	-	-	6	-	15	6	13	-	7	28	231	156	1	-	-	22	-	1	-	68	6	-						
MANUFACTURING -----	525	6.12	5.99	5.81- 6.00	1	-	-	6	-	15	6	13	-	6	28	231	143	1	-	-	-	-	1	-	68	6	-						
ENGINEERS, STATIONARY -----	132	6.09	6.02	5.88- 6.02	-	-	-	6	-	-	-	-	-	-	14	30	70	-	-	-	-	-	-	-	4	4	4						
MANUFACTURING -----	132	6.09	6.02	5.88- 6.02	-	-	-	6	-	-	-	-	-	-	14	30	70	-	-	-	-	-	-	-	4	4	4						
HELPERS, MAINTENANCE TRADES -----	101	5.16	4.92	4.92- 5.26	*11	11	30	-	14	19	-	-	-	-	3	-	-	5	-	8	-	-	-	-	-	-	-						
MANUFACTURING -----	101	5.16	4.92	4.92- 5.26	11	11	30	-	14	19	-	-	-	-	3	-	-	5	-	8	-	-	-	-	-	-	-						
MACHINE-TOOL OPERATORS, TOOLROOM -----	124	6.45	6.08	6.08- 7.80	-	1	-	6	-	8	-	-	-	-	11	1	62	-	-	-	-	-	-	-	-	21	**14						
MANUFACTURING -----	124	6.45	6.08	6.08- 7.80	-	1	-	6	-	8	-	-	-	-	11	1	62	-	-	-	-	-	-	-	-	21	14						
MACHINISTS, MAINTENANCE -----	318	5.96	6.00	5.80- 6.00	-	5	-	15	6	4	-	11	36	-	-	59	158	-	-	-	-	-	-	-	24	-	-						
MANUFACTURING -----	318	5.96	6.00	5.80- 6.00	-	5	-	15	6	4	-	11	36	-	-	59	158	-	-	-	-	-	-	-	24	-	-						
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	448	6.88	7.16	6.55- 7.29	-	-	4	-	2	-	2	2	-	11	4	23	29	18	31	24	32	47	191	-	28	-	-						
MANUFACTURING -----	98	6.34	6.00	5.80- 7.60	-	-	4	-	2	-	-	-	-	10	4	21	29	-	-	-	-	-	-	-	28	-	-						
NONMANUFACTURING -----	350	7.03	7.21	6.80- 7.24	-	-	-	-	-	-	2	2	-	1	-	2	-	18	31	24	32	47	191	-	-	-	-						
PUBLIC UTILITIES -----	336	7.06	7.21	6.97- 7.28	-	-	-	-	-	-	-	-	-	-	-	2	-	15	30	24	32	42	191	-	-	-	-						
MECHANICS, MAINTENANCE -----	867	6.04	5.99	5.82- 6.00	3	-	18	-	6	-	4	26	45	1	4	375	271	31	-	-	3	-	-	-	73	7	-						
MANUFACTURING -----	825	6.03	5.99	5.82- 6.00	3	-	18	-	-	-	4	26	45	-	4	375	267	3	-	-	-	-	-	-	73	7	-						
MILLWRIGHTS -----	85	7.13	7.60	5.99- 7.60	-	-	-	-	-	-	-	5	-	-	6	11	-	-	-	-	-	-	-	-	63	-	-						
MANUFACTURING -----	85	7.13	7.60	5.99- 7.60	-	-	-	-	-	-	-	5	-	-	6	11	-	-	-	-	-	-	-	-	63	-	-						
PAINTERS, MAINTENANCE -----	90	6.02	5.92	5.68- 5.93	2	-	2	-	-	-	4	-	-	26	3	37	2	-	-	-	-	-	-	13	1	-	-						
MANUFACTURING -----	86	6.06	5.92	5.68- 5.93	-	-	2	-	-	-	4	-	-	26	3	37	-	-	-	-	-	-	-	13	1	-	-						
PIPEFITTERS, MAINTENANCE -----	449	6.08	5.99	5.87- 6.00	-	-	-	-	-	-	-	10	-	10	22	190	176	-	-	-	-	-	-	-	41	-	-						
MANUFACTURING -----	449	6.08	5.99	5.87- 6.00	-	-	-	-	-	-	-	10	-	10	22	190	176	-	-	-	-	-	-	-	41	-	-						
SHEET-METAL WORKERS, MAINTENANCE -----	119	6.23	6.00	5.91- 6.00	-	-	-	-	-	-	-	3	-	4	1	30	60	-	-	-	-	-	-	-	21	-	-						
MANUFACTURING -----	119	6.23	6.00	5.91- 6.00	-	-	-	-	-	-	-	3	-	4	1	30	60	-	-	-	-	-	-	-	21	-	-						

* Workers were distributed as follows: 9 at \$4.10 to \$4.20; and 2 at \$4.50 to \$4.60.
** Workers were at \$8 to \$8.20.
See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Akron, Ohio, December 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 5.00	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	
ALL WORKERS																												
GUARDS AND WATCHMEN -----	646	\$ 3.74	\$ 3.15	\$ 2.20- 5.20	-	93	159	39	8	3	-	2	4	-	4	4	4	-	56	201	3	6	37	-	-	-	-	-
MANUFACTURING -----	307	5.29	5.20	5.06- 5.22	-	-	-	-	-	-	-	-	-	-	4	4	-	-	52	201	3	6	37	-	-	-	-	-
NONMANUFACTURING -----	339	2.35	2.20	2.13- 2.30	-	93	159	39	8	3	-	23	2	4	-	-	4	-	4	-	-	-	-	-	-	-	-	-
GUARDS: MANUFACTURING -----	281	5.33	5.20	5.06- 5.22	-	-	-	-	-	-	-	-	-	-	-	-	4	-	42	189	3	6	37	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS ---	2,267	4.04	4.89	2.50- 4.99	72	300	134	29	78	55	17	80	8	20	56	22	96	12	40	690	417	39	102	-	-	-	-	-
MANUFACTURING -----	1,402	4.91	4.99	4.91- 5.08	-	-	-	1	2	-	8	33	-	9	22	22	65	8	37	678	415	5	97	-	-	-	-	-
NONMANUFACTURING -----	865	2.64	2.20	2.10- 2.75	72	300	134	28	76	55	9	47	8	11	34	-	31	4	3	12	2	34	5	-	-	-	-	-
PUBLIC UTILITIES -----	86	4.25	4.06	3.78- 4.72	-	-	-	-	-	-	-	-	1	-	34	-	25	-	3	12	2	4	5	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	1,335	5.92	6.13	5.18- 7.16	-	-	-	2	4	-	42	-	3	12	67	55	39	4	12	54	128	67	308	-	23	515	-	-
MANUFACTURING -----	670	5.30	5.23	4.89- 6.13	-	-	-	-	-	-	-	-	-	12	50	55	27	4	12	52	128	63	244	-	23	-	-	-
NONMANUFACTURING -----	665	6.55	7.16	7.16- 7.16	-	-	-	2	4	-	42	-	3	-	17	-	12	-	-	2	-	4	64	-	-	515	-	-
PUBLIC UTILITIES -----	516	7.15	7.16	7.16- 7.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	515	-
ORDER FILLERS -----	373	4.72	4.72	3.86- 5.81	-	-	-	-	-	-	-	-	2	6	-	130	-	42	5	58	10	-	120	-	-	-	-	-
MANUFACTURING -----	97	4.70	4.74	4.38- 4.81	-	-	-	-	-	-	-	-	-	-	-	-	-	30	5	52	8	-	2	-	-	-	-	-
NONMANUFACTURING -----	276	4.73	4.03	3.86- 5.81	-	-	-	-	-	-	-	-	2	6	-	130	-	12	-	6	2	-	118	-	-	-	-	-
PACKERS, SHIPPING -----	243	4.13	3.86	3.42- 4.52	-	-	1	-	-	1	16	9	30	28	20	26	19	22	32	8	1	-	-	30	-	-	-	-
MANUFACTURING -----	204	4.16	3.90	3.39- 4.52	-	-	-	-	-	-	16	9	30	28	14	6	19	22	21	8	1	-	-	30	-	-	-	-
RECEIVING CLERKS -----	105	5.02	5.10	4.98- 5.38	-	-	-	-	-	-	8	-	3	-	-	-	-	2	-	33	46	2	6	5	-	-	-	-
MANUFACTURING -----	84	4.95	5.10	4.98- 5.38	-	-	-	-	-	-	8	-	-	-	-	-	-	2	-	27	45	2	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	86	4.68	4.55	3.98- 5.16	-	-	-	-	-	-	-	-	-	1	-	25	-	10	10	5	28	1	-	6	-	-	-	-
MANUFACTURING -----	61	4.83	4.70	4.28- 5.16	-	-	-	-	-	-	-	-	-	-	-	9	-	10	10	5	20	1	-	6	-	-	-	-
TRUCKDRIVERS -----	1,126	6.45	6.91	6.03- 7.21	-	-	-	-	-	-	-	-	5	5	-	3	20	5	25	46	91	29	86	121	298	392	-	-
MANUFACTURING -----	358	5.62	5.31	4.68- 6.71	-	-	-	-	-	-	-	-	5	5	-	3	20	5	21	46	90	11	55	5	24	68	-	-
NONMANUFACTURING -----	768	6.84	6.91	6.69- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	18	31	116	274	324	-	-
PUBLIC UTILITIES -----	517	7.09	7.21	6.91- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	189	324	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	43	4.79	4.83	4.46- 5.25	-	-	-	-	-	-	-	-	5	5	-	-	-	-	8	7	10	-	6	-	2	-	-	-
MANUFACTURING -----	35	4.49	4.56	3.50- 5.25	-	-	-	-	-	-	-	-	5	5	-	-	-	-	8	7	10	-	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	306	5.99	6.48	5.13- 6.86	-	-	-	-	-	-	-	-	-	-	-	-	18	-	10	39	37	18	25	43	48	68	-	-
MANUFACTURING -----	175	5.75	5.21	4.60- 7.32	-	-	-	-	-	-	-	-	-	-	-	-	18	-	10	39	36	-	1	3	-	68	-	-
NONMANUFACTURING -----	131	6.31	6.48	5.87- 6.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	18	24	40	48	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	644	6.76	6.91	6.71- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	-	33	-	55	60	230	254	-	-
MANUFACTURING -----	101	5.70	6.03	5.30- 6.03	-	-	-	-	-	-	-	-	-	-	-	-	-	5	3	-	33	-	54	-	6	-	-	-
NONMANUFACTURING -----	543	6.95	6.91	6.91- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	1	60	224	254	-	-
PUBLIC UTILITIES -----	444	7.08	7.21	6.91- 7.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	189	254	-	-
TRUCKERS, POWER (FORKLIFT) -----	1,167	5.72	6.02	5.13- 6.27	-	-	-	-	-	-	-	-	25	-	-	16	18	46	-	147	199	90	82	436	13	92	-	-
MANUFACTURING -----	981	5.60	5.95	5.11- 6.27	-	-	-	-	-	-	-	-	25	-	-	16	18	28	-	147	199	44	62	436	1	2	-	-
NONMANUFACTURING -----	186	6.34	6.69	5.71- 7.16	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	46	20	-	12	90	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Akron, Ohio, December 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					2.00	2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	and over
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
				2.10	2.20	2.30	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	5.00	5.40	5.80	6.20	6.60	7.00	7.40	over		
ALL WORKERS-- CONTINUED																												
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	136	\$ 4.81	\$ 5.21	\$ 3.78- 5.40	-	-	-	-	-	-	-	-	-	50	1	-	-	-	-	27	46	12	-	-	-	-		
MANUFACTURING -----	136	4.81	5.21	3.78- 5.40	-	-	-	-	-	-	-	-	-	50	1	-	-	-	-	27	46	12	-	-	-	-		
WAREHOUSEMEN -----	226	5.29	5.22	4.75- 6.00	-	-	-	-	-	2	-	4	-	4	-	-	4	35	4	9	66	-	45	53	-	-		
MANUFACTURING -----	77	5.41	5.22	5.09- 6.27	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	1	47	-	-	23	-	-		
NONMANUFACTURING -----	149	5.23	5.86	4.21- 6.00	-	-	-	-	-	2	-	4	-	4	-	-	-	33	4	8	19	-	45	30	-	-		

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Akron, Ohio, December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	44	5.82	SHEET-METAL WORKERS, MAINTENANCE --	119	6.23	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	40	5.89	MANUFACTURING -----	119	6.23	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	38	\$ 4.96
CARPENTERS, MAINTENANCE -----	124	5.97	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	30	4.65
MANUFACTURING -----	118	5.97	GUARDS AND WATCHMEN -----	625	3.79	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	304	5.98
ELECTRICIANS, MAINTENANCE -----	559	6.14	MANUFACTURING -----	307	5.29	MANUFACTURING -----	173	5.74
MANUFACTURING -----	525	6.12	NONMANUFACTURING -----	318	2.35	NONMANUFACTURING -----	131	6.31
ENGINEERS, STATIONARY -----	132	6.09	GUARDS: -----			TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	644	6.76
MANUFACTURING -----	132	6.09	MANUFACTURING -----	281	5.33	MANUFACTURING -----	101	5.70
HELPERS, MAINTENANCE TRADES -----	99	5.17	JANITORS, PORTERS, AND CLEANERS --	1,628	4.39	MANUFACTURING -----	543	6.95
MANUFACTURING -----	99	5.17	MANUFACTURING -----	1,214	4.92	PUBLIC UTILITIES -----	444	7.08
MACHINE-TOOL OPERATORS, TOOLROOM --	124	6.45	NONMANUFACTURING -----	414	2.83	TRUCKERS, POWER (FORKLIFT) -----	1,165	5.72
MANUFACTURING -----	124	6.45	PUBLIC UTILITIES -----	29	4.86	MANUFACTURING -----	979	5.60
MACHINISTS, MAINTENANCE -----	318	5.96	LABORERS, MATERIAL HANDLING -----	1,335	5.92	NONMANUFACTURING -----	186	6.34
MANUFACTURING -----	318	5.96	MANUFACTURING -----	670	5.30	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	136	4.81
MECHANICS, AUTOMOTIVE -----	448	6.88	NONMANUFACTURING -----	665	6.55	MANUFACTURING -----	136	4.81
(MAINTENANCE) -----	98	6.34	PUBLIC UTILITIES -----	516	7.15	WAREHOUSEMEN -----	222	5.27
MANUFACTURING -----	350	7.03	ORDER FILLERS -----	368	4.72	MANUFACTURING -----	73	5.36
NONMANUFACTURING -----	336	7.06	MANUFACTURING -----	92	4.71	NONMANUFACTURING -----	149	5.23
PUBLIC UTILITIES -----			NONMANUFACTURING -----	276	4.73			
MECHANICS, MAINTENANCE -----	867	6.04	PACKERS, SHIPPING -----	95	4.75			
MANUFACTURING -----	825	6.03	MANUFACTURING -----	63	5.16			
MILLWRIGHTS -----	85	7.13	RECEIVING CLERKS -----	102	5.01	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
MANUFACTURING -----	85	7.13	MANUFACTURING -----	81	4.94	JANITORS, PORTERS, AND CLEANERS --	639	3.15
PAINTERS, MAINTENANCE -----	89	6.02	SHIPPING AND RECEIVING CLERKS -----	84	4.64	MANUFACTURING -----	188	4.79
MANUFACTURING -----	85	6.06	MANUFACTURING -----	59	4.78	NONMANUFACTURING -----	451	2.46
PIPEFITTERS, MAINTENANCE -----	449	6.08	TRUCKDRIVERS -----	1,119	6.47	PUBLIC UTILITIES -----	57	3.94
MANUFACTURING -----	449	6.08	MANUFACTURING -----	351	5.64	PACKERS, SHIPPING -----	148	3.73
			NONMANUFACTURING -----	768	6.84	MANUFACTURING -----	141	3.72
			PUBLIC UTILITIES -----	517	7.09			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Akron, Ohio, for selected periods

Industry and occupational group	December 1972 to December 1973	December 1973 to December 1974	December 1974 to December 1975
All industries:			
Office clerical (men and women).....	6.4	9.1	6.3
Electronic data processing (men and women).....	*	7.7	5.9
Industrial nurses (men and women).....	5.3	7.6	7.7
Skilled maintenance trades (men).....	6.5	7.5	5.2
Unskilled plant workers (men).....	7.7	8.4	6.0
Manufacturing:			
Office clerical (men and women).....	5.6	6.9	6.2
Electronic data processing (men and women).....	*	6.8	5.6
Industrial nurses (men and women).....	5.4	7.3	7.5
Skilled maintenance trades (men).....	5.8	7.5	5.0
Unskilled plant workers (men).....	7.1	8.8	6.1
Nonmanufacturing:			
Office clerical (men and women).....	8.0	13.5	6.5
Electronic data processing (men and women).....	*	**	**
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	8.2	7.8	6.0

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hires, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wage increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators, classes A and B
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 1 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

Establishments and workers within scope of survey and number studied
in Akron, Ohio, ¹ December 1975

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions.....	-	435	120	116,858	100	78,393
Manufacturing.....	50	195	50	74,479	64	55,097
Nonmanufacturing.....	-	240	70	42,379	36	23,296
Transportation, communication, and other public utilities ⁵	50	41	17	10,953	9	7,842
Wholesale trade ⁶	50	28	7	2,182	2	659
Retail trade ⁶	50	108	23	20,780	18	10,144
Finance, insurance, and real estate ⁶	50	23	8	4,514	4	2,915
Services ^{6 7}	50	40	15	3,950	3	1,736

¹ The Akron Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Portage and Summit Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Akron's local transit system is municipally operated and is excluded by definition from the scope of the survey.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special hilling machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Worker transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout of typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; all work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment,

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

ENGINEER, STATIONARY—Continued

steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtool and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR GLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ³	Area	Bulletin number and price ³
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 85 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News- Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1974 ¹	1850-15, 85 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach- Boca Raton, Fla., Apr. 1975 ¹		Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-26, 80 cents	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1974	Suppl. Free	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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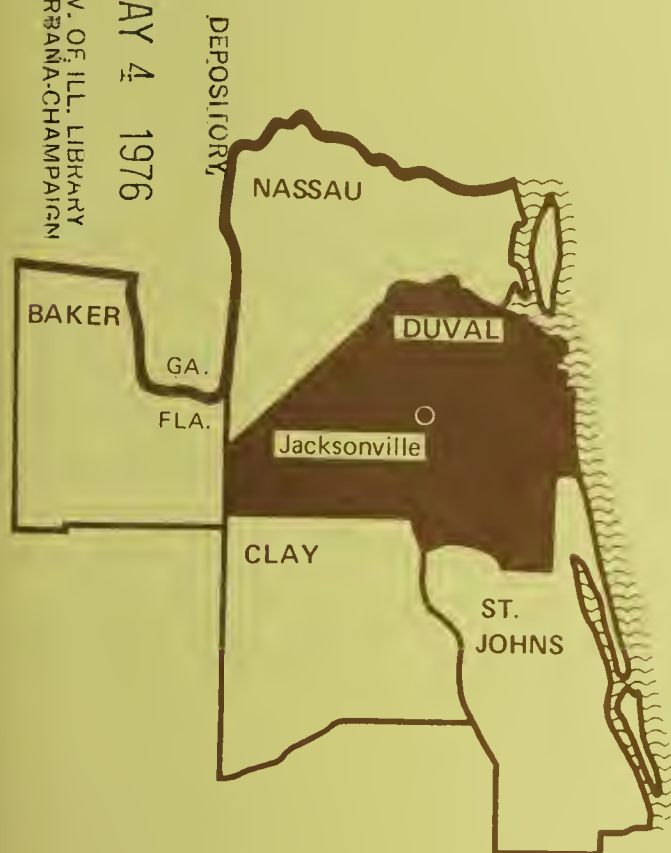
AREA WAGE SURVEY

Jacksonville, Florida, Metropolitan Area December 1975

Bulletin 1850-81

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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a December 1975 survey of occupational earnings in the Jacksonville, Florida, Standard Metropolitan Statistical Area (Baker, Clay, Duval, Nassau, and St. Johns Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Jacksonville survey was conducted by the Bureau's regional office in Atlanta, Ga., under the general direction of Jerry G. Adams, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings in the Jacksonville area is available for the laundry and dry cleaning industry. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-81
April 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Jacksonville, Florida, Metropolitan Area, December 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Jacksonville, Fla., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 75 and under	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260 and over					
						80	85	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	over					
ALL WORKERS																															
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	71	39.0	\$ 126.50	\$ 121.00	\$ 104.00-150.00	-	-	-	10	9	16	5	8	3	14	4	2	-	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	56	39.0	123.00	114.00	102.50-150.00	-	-	-	10	9	16	2	1	3	13	-	2	-	-	-	-	-	-	-	-	-	-				
CLERKS, ACCOUNTING, CLASS A -----	441	38.5	159.50	156.00	130.00-178.50	-	-	-	1	22	32	38	56	32	74	39	41	9	13	43	15	8	8	5	3	2					
MANUFACTURING -----	62	40.0	153.00	154.00	133.50-164.00	-	-	-	-	-	-	7	11	11	12	11	2	4	2	-	-	-	-	-	-	-					
NONMANUFACTURING -----	379	38.5	160.50	156.50	130.00-183.00	-	-	-	1	22	32	31	45	21	62	28	37	5	11	41	15	8	8	5	3	2					
PUBLIC UTILITIES -----	71	37.5	201.50	204.50	201.50-204.50	-	-	-	-	-	-	-	-	-	9	3	1	1	2	38	6	4	5	1	1	-					
CLERKS, ACCOUNTING, CLASS B -----	842	39.0	124.00	118.00	104.00-134.00	6	-	25	115	105	180	114	99	79	35	31	9	30	5	-	-	-	-	8	1	-					
MANUFACTURING -----	101	40.0	139.00	138.00	121.50-152.00	-	-	-	-	4	19	18	18	15	5	11	4	4	3	-	-	-	-	-	-	-					
NONMANUFACTURING -----	741	38.5	122.00	116.00	102.50-134.00	6	-	25	115	101	161	96	81	64	30	20	5	26	2	-	-	-	-	8	1	-					
PUBLIC UTILITIES -----	67	38.5	172.00	168.50	140.00-188.50	-	-	-	-	-	-	1	4	20	8	4	1	20	-	-	-	-	-	8	1	-					
CLERKS, FILE, CLASS B -----	137	38.0	124.00	111.00	92.00-135.50	-	14	7	30	16	14	11	12	12	-	-	1	4	2	-	1	4	9	-	-	-					
NONMANUFACTURING -----	136	38.0	124.50	111.00	92.00-135.50	-	14	7	29	16	14	11	12	12	-	-	1	4	2	-	1	4	9	-	-	-					
PUBLIC UTILITIES -----	32	38.0	187.00	189.50	142.00-233.00	-	-	-	-	-	-	5	2	4	-	-	1	4	2	-	1	4	9	-	-	-					
CLERKS, FILE, CLASS C -----	287	38.0	98.50	95.50	84.50-104.50	3	35	45	93	56	19	29	4	3	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	287	38.0	98.50	95.50	84.50-104.50	3	35	45	93	56	19	29	4	3	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, ORDER -----	123	40.0	134.00	136.00	125.00-146.50	-	-	-	-	13	9	17	37	34	2	8	3	-	-	-	-	-	-	-	-	-					
CLERKS, PAYROLL -----	131	39.0	147.50	146.00	125.50-157.50	-	-	1	3	4	16	17	16	18	26	11	2	1	5	1	3	5	-	-	-	2					
MANUFACTURING -----	39	40.0	144.50	145.00	124.00-162.50	-	-	-	3	-	3	5	7	7	3	6	2	-	1	1	1	-	-	-	-	-					
NONMANUFACTURING -----	92	38.5	149.00	146.00	124.50-157.50	-	-	1	-	4	13	12	9	11	23	5	-	1	4	-	2	5	-	-	-	2					
PUNCH OPERATORS, CLASS A -----	359	38.5	146.50	138.50	130.00-157.50	-	-	-	-	6	36	21	119	62	34	32	8	2	12	6	14	2	-	5	-	-					
NONMANUFACTURING -----	349	38.5	146.50	138.50	130.00-157.50	-	-	-	-	6	36	20	116	62	30	31	7	2	12	6	14	2	-	5	-	-					
PUNCH OPERATORS, CLASS B -----	736	39.0	134.50	123.50	115.50-137.50	-	-	1	30	98	165	176	92	45	16	14	9	25	8	-	-	-	-	55	-	2					
MANUFACTURING -----	38	40.0	130.00	124.00	122.50-135.50	-	-	-	-	-	5	20	8	-	-	5	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	698	39.0	135.00	123.00	115.00-138.00	-	-	1	30	98	160	156	84	45	16	9	9	25	8	-	-	-	-	55	-	2					
PUBLIC UTILITIES -----	92	39.0	214.50	242.00	184.50-242.00	-	-	-	-	-	-	2	3	1	5	3	-	17	6	-	-	-	-	55	-	-					
MESSENGERS -----	196	38.5	113.50	106.00	94.50-126.50	4	6	11	59	44	17	14	14	8	10	-	-	1	2	-	-	5	1	-	-	-					
NONMANUFACTURING -----	190	38.5	113.50	106.00	94.50-126.50	4	6	11	58	40	17	14	13	8	10	-	-	1	2	-	-	5	1	-	-	-					
SECRETARIES -----	1,037	39.0	165.50	160.00	141.00-182.50	-	-	-	4	14	47	64	102	146	130	137	106	59	79	34	26	22	25	14	7	21					
MANUFACTURING -----	106	40.0	166.00	163.00	149.50-180.00	-	-	-	-	-	-	1	8	18	17	17	15	11	12	2	2	2	-	1	-	-					
NONMANUFACTURING -----	931	38.5	165.50	160.00	140.00-182.50	-	-	-	4	14	47	63	94	128	113	120	91	48	67	32	24	20	25	13	7	21					
PUBLIC UTILITIES -----	80	38.0	230.00	232.50	217.00-240.50	-	-	-	-	-	-	-	-	-	-	-	-	2	7	12	15	21	13	5	3	-					
SECRETARIES, CLASS A -----	70	38.5	191.00	191.50	164.00-201.50	-	-	-	-	-	-	-	-	4	7	11	6	4	14	13	-	3	2	-	1	5					
NONMANUFACTURING -----	65	38.5	194.00	192.50	164.00-201.50	-	-	-	-	-	-	-	-	1	7	11	5	3	14	13	-	3	2	-	1	5					
SECRETARIES, CLASS B -----	261	38.5	178.50	178.50	152.00-195.00	-	-	-	-	-	1	14	11	30	23	30	29	22	47	11	15	7	9	7	3	2					
NONMANUFACTURING -----	246	38.0	179.50	178.50	152.00-195.00	-	-	-	-	-	1	14	11	28	22	24	25	21	47	11	15	6	9	7	3	2					
PUBLIC UTILITIES -----	36	37.5	228.50	233.00	215.50-241.50	-	-	-	-	-	-	-	-	-	-	-	-	1	-	5	7	4	9	7	3	-					
SECRETARIES, CLASS C -----	346	39.0	165.00	156.00	134.00-178.50	-	-	-	-	8	23	18	40	43	47	37	45	24	10	6	8	6	9	6	2	14					
MANUFACTURING -----	39	40.0	170.50	167.00	150.00-188.00	-	-	-	-	-	-	-	4	6	4	6	3	6	8	-	-	1	-	1	-	-					
NONMANUFACTURING -----	307	38.5	164.50	155.50	135.50-174.00	-	-	-	-	8	23	18	36	37	43	31	42	18	2	6	8	5	9	5	2	14					

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Jacksonville, Fla., December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 75 and under	\$ 80	\$ 85	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260 and over					
						80	85	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	over					
ALL WORKERS-- CONTINUED																															
SECRETARIES - CONTINUED																															
SECRETARIES, CLASS O -----	360	39.0	\$ 151.50	\$ 148.50	\$ 134.50-165.00	-	-	-	4	6	23	32	51	69	53	59	26	9	8	4	3	6	5	1	1	-	-	-			
MANUFACTURING -----	47	40.0	163.50	155.00	150.00-175.50	-	-	-	-	-	-	1	4	7	12	5	7	3	4	2	2	-	-	-	-	-	-	-			
NONMANUFACTURING -----	313	39.0	149.50	146.00	132.00-164.00	-	-	-	4	6	23	31	47	62	41	54	19	6	4	2	1	6	5	1	1	-	-	-			
STENOGRAPHERS, GENERAL -----	301	39.0	178.00	169.00	130.00-237.00	-	-	-	1	11	18	42	27	10	35	7	2	41	4	2	7	4	49	28	9	4	-	-			
MANUFACTURING -----	289	39.0	179.50	184.00	130.00-237.00	-	-	-	1	11	18	42	21	9	33	4	2	41	4	2	7	4	49	28	9	4	-	-			
PUBLIC UTILITIES -----	166	39.0	215.50	236.00	184.50-240.00	-	-	-	-	-	-	-	1	3	12	3	2	38	4	2	7	4	49	28	9	4	-	-			
STENOGRAPHERS, SENIOR -----	212	39.5	171.50	161.00	136.00-194.00	-	-	-	-	-	11	19	28	25	21	24	7	18	15	4	8	2	-	4	4	22	-	-			
MANUFACTURING -----	29	40.0	163.50	161.00	150.00-181.00	-	-	-	-	-	-	-	2	5	5	5	3	9	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	183	39.0	173.00	155.00	130.00-196.50	-	-	-	-	-	11	19	26	20	16	19	4	9	15	4	8	2	-	4	4	* 22	-	-			
SWITCHBOARD OPERATORS, CLASS A ----	27	39.0	146.50	132.50	104.00-183.00	-	-	-	2	6	1	2	5	3	1	-	-	-	-	1	2	4	-	-	-	-	-	-			
NONMANUFACTURING -----	27	39.0	146.50	132.50	104.00-183.00	-	-	-	2	6	1	2	5	3	1	-	-	-	-	1	2	4	-	-	-	-	-	-			
SWITCHBOARD OPERATORS, CLASS B ----	107	39.5	109.50	105.00	90.00-121.00	-	12	4	20	28	8	16	8	6	4	1	-	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	100	39.5	108.50	104.00	92.00-121.00	-	12	4	20	26	7	14	8	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-			
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	162	39.5	124.00	121.00	111.50-137.00	-	-	6	12	21	37	39	18	13	5	6	-	-	-	1	2	2	-	-	-	-	-	-			
NONMANUFACTURING -----	48	40.0	121.50	124.00	111.50-130.50	-	-	-	5	7	10	13	6	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-			
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	137	38.0	127.00	130.00	103.00-143.00	-	-	-	1	35	17	11	28	37	7	-	1	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	134	38.0	126.50	130.00	100.50-143.00	-	-	-	1	35	17	11	28	34	7	-	1	-	-	-	-	-	-	-	-	-	-	-			
TYPISTS, CLASS A -----	109	38.0	140.50	134.00	100.00-168.50	-	-	-	6	27	11	10	1	4	21	7	2	12	8	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	108	38.0	140.00	129.00	100.00-168.50	-	-	-	6	27	11	10	1	3	21	7	2	12	8	-	-	-	-	-	-	-	-	-			
TYPISTS, CLASS B -----	304	38.0	113.50	107.00	100.00-118.00	-	5	13	77	78	63	16	21	17	1	2	-	6	-	-	-	-	2	3	-	-	-	-			
NONMANUFACTURING -----	282	38.0	113.00	106.00	90.00-118.00	-	5	13	77	74	55	11	19	14	1	2	-	6	-	-	-	-	2	3	-	-	-	-			

* Workers were at \$2.60 to \$2.70

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Jacksonville, Fla., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Jacksonville, Fla., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCURATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCURATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A -----	54	39.5	\$ 170.50	SECRETARIES -----	1,036	39.0	\$ 165.50	COMPUTER OPERATORS, CLASS A -----	82	39.0	\$ 208.00
NONMANUFACTURING -----	47	39.5	177.00	MANUFACTURING -----	106	40.0	166.00	NONMANUFACTURING -----	82	39.0	208.00
CLERKS, ACCOUNTING, CLASS B -----	39	39.0	158.50	NONMANUFACTURING -----	930	38.5	165.50	COMPUTER OPERATORS, CLASS B -----	170	38.5	180.50
NONMANUFACTURING -----	25	38.5	156.00	PUBLIC UTILITIES -----	79	37.5	229.00	NONMANUFACTURING -----	163	38.5	180.50
MESSENGERS -----	116	38.5	120.50	SECRETARIES, CLASS A -----	69	38.5	189.50	COMPUTER OPERATORS, CLASS C -----	82	39.0	142.50
NONMANUFACTURING -----	113	38.5	120.50	NONMANUFACTURING -----	64	38.5	192.50	NONMANUFACTURING -----	80	39.0	142.00
OFFICE OCCURATIONS - WOMEN				SECRETARIES, CLASS B -----	261	38.5	178.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	151	38.0	263.50
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	71	39.0	126.50	NONMANUFACTURING -----	246	38.0	179.50	NONMANUFACTURING -----	148	38.0	263.50
NONMANUFACTURING -----	56	39.0	123.00	PUBLIC UTILITIES -----	36	37.5	228.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	124	39.0	218.50
CLERKS, ACCOUNTING, CLASS A -----	387	38.5	157.50	SECRETARIES, CLASS C -----	346	39.0	165.00	NONMANUFACTURING -----	122	39.0	218.50
MANUFACTURING -----	55	40.0	156.50	MANUFACTURING -----	39	40.0	170.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	111	39.5	297.50
NONMANUFACTURING -----	332	38.5	158.00	NONMANUFACTURING -----	307	38.5	164.50	NONMANUFACTURING -----	107	39.5	297.50
PUBLIC UTILITIES -----	70	37.5	200.50	SECRETARIES, CLASS D -----	360	39.0	151.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	63	40.0	261.50
CLERKS, ACCOUNTING, CLASS B -----	803	39.0	122.50	MANUFACTURING -----	47	40.0	163.50	NONMANUFACTURING -----	63	40.0	261.50
MANUFACTURING -----	87	40.0	135.00	NONMANUFACTURING -----	313	39.0	149.50	DRAFTERS, CLASS A -----	50	39.0	227.50
NONMANUFACTURING -----	716	38.5	121.00	STENOGRAPHERS, GENERAL -----	293	39.0	176.00	MANUFACTURING -----	35	38.5	229.00
CLERKS, FILE, CLASS B -----	125	38.0	120.50	NONMANUFACTURING -----	281	39.0	177.50	DRAFTERS, CLASS B -----	72	40.0	225.00
NONMANUFACTURING -----	124	38.0	120.50	PUBLIC UTILITIES -----	158	39.0	214.00	MANUFACTURING -----	60	40.0	233.50
CLERKS, FILE, CLASS C -----	285	38.0	98.50	STENOGRAPHERS, SENIOR -----	212	39.5	171.50	DRAFTERS, CLASS C -----	36	39.0	143.50
NONMANUFACTURING -----	285	38.0	98.50	MANUFACTURING -----	29	40.0	163.50	PROFESSIONAL AND TECHNICAL OCCURATIONS - WOMEN			
CLERKS, ORDER -----	119	40.0	133.50	NONMANUFACTURING -----	183	39.0	173.00	COMPUTER OPERATORS, CLASS B -----	65	39.5	165.00
CLERKS, PAYROLL -----	126	39.0	148.00	SWITCHBOARD OPERATORS, CLASS A -----	27	39.0	146.50	NONMANUFACTURING -----	57	39.5	164.50
MANUFACTURING -----	38	40.0	145.50	NONMANUFACTURING -----	27	39.0	146.50	COMPUTER OPERATORS, CLASS C -----	31	39.5	172.00
NONMANUFACTURING -----	88	38.5	149.50	SWITCHBOARD OPERATORS, CLASS B -----	107	39.5	109.50	NONMANUFACTURING -----	31	39.5	172.00
KEYPUNCH OPERATORS, CLASS A -----	358	38.5	147.00	NONMANUFACTURING -----	100	39.5	108.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	26	37.5	258.00
NONMANUFACTURING -----	348	38.5	147.00	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	162	39.5	124.00	NONMANUFACTURING -----	26	37.5	258.00
KEYPUNCH OPERATORS, CLASS B -----	717	39.0	134.50	MANUFACTURING -----	48	40.0	121.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	30	38.0	209.50
MANUFACTURING -----	37	40.0	130.50	NONMANUFACTURING -----	114	39.0	125.00	NONMANUFACTURING -----	30	38.0	209.50
NONMANUFACTURING -----	680	39.0	135.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	137	38.0	127.00				
PUBLIC UTILITIES -----	89	39.0	213.50	NONMANUFACTURING -----	134	38.0	126.50				
MESSENGERS -----	80	38.5	103.50	TYPISTS, CLASS A -----	105	38.0	139.50				
NONMANUFACTURING -----	77	38.5	103.00	NONMANUFACTURING -----	104	38.0	139.50				
				TYPISTS, CLASS B -----	392	38.0	112.50				
				NONMANUFACTURING -----	280	38.0	112.00				

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Jacksonville, Fla., December 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																						
		Mean ²	Median ²	Middle range ²																							
					Under \$3.00	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00
					Under \$3.00																						
						3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.80	7.20	7.60	8.00	over
ALL WORKERS																											
BOILER TENDERS -----	40	\$ 5.49	\$ 5.52	\$ 5.17- 6.4	-	4	-	-	-	-	-	-	-	-	-	12	4	-	4	-	-	-	12	-	-	-	-
MANUFACTURING -----	36	5.75	5.69	5.17- 6.4	-	-	-	-	-	-	-	-	-	-	-	12	4	-	4	-	-	-	12	-	-	-	-
CARPENTERS, MAINTENANCE -----	49	5.94	6.44	5.40- 6.83	-	-	-	-	6	1	1	2	1	-	-	1	-	5	-	2	4	1	2	16	7	-	-
NONMANUFACTURING -----	28	5.32	5.44	4.19- 6.10	-	-	-	-	6	1	-	2	1	-	-	1	-	5	-	2	4	1	2	16	7	-	-
ELECTRICIANS, MAINTENANCE -----	97	6.39	6.62	5.60- 7.42	-	-	-	-	-	-	-	-	2	4	-	-	17	-	11	4	-	1	11	16	23	4	-
MANUFACTURING -----	84	6.41	6.83	5.60- 7.42	-	-	-	-	-	-	-	-	2	2	-	-	16	-	11	4	-	1	1	16	23	4	-
ENGINEERS, STATIONARY -----	81	6.14	5.82	5.35- 6.94	-	-	-	-	-	-	1	-	4	3	6	-	9	0	9	3	-	1	15	12	-	12	-
MANUFACTURING -----	47	6.63	6.94	6.57- 7.34	-	-	-	-	-	-	-	-	4	-	2	-	-	5	-	-	-	-	12	12	-	12	-
NONMANUFACTURING -----	34	5.46	5.43	5.21- 5.77	-	-	-	-	-	-	1	-	-	3	4	-	9	1	9	3	-	1	3	-	-	-	-
HELPERS, MAINTENANCE TRADES -----	59	4.73	4.90	3.65- 5.14	-	1	2	10	3	3	-	4	4	-	17	-	4	1	-	-	-	-	10	-	-	-	-
MANUFACTURING -----	35	4.73	4.38	3.57- 6.57	-	-	2	9	3	3	-	4	-	-	-	-	4	-	-	-	-	-	10	-	-	-	-
MACHINISTS, MAINTENANCE -----	83	5.92	6.05	5.65- 6.67	-	-	-	-	-	-	-	5	6	3	3	1	-	2	19	1	18	1	7	10	7	-	-
MANUFACTURING -----	79	5.89	5.97	5.62- 6.37	-	-	-	-	-	-	-	5	6	3	3	1	-	2	19	1	18	1	3	10	7	-	-
MECHANICS, AUTOMOTIVE -----	379	5.66	5.25	5.00- 6.57	-	-	-	2	-	-	2	10	26	5	39	49	86	15	5	21	-	10	52	20	31	-	6
MANUFACTURING -----	77	5.08	5.00	4.40- 5.17	-	-	-	2	-	-	-	7	19	2	6	25	6	1	-	1	-	-	-	2	6	-	-
NONMANUFACTURING -----	302	5.81	5.35	5.20- 6.6	-	-	-	-	-	-	2	3	7	3	33	24	80	14	5	20	-	10	52	14	25	-	6
PUBLIC UTILITIES -----	110	6.57	6.63	6.47- 7.20	-	-	-	-	-	-	-	3	3	3	1	-	-	14	-	-	-	1	42	15	22	-	6
MECHANICS, MAINTENANCE -----	345	5.35	5.21	4.40- 5.77	-	-	2	4	-	2	3	74	12	4	8	47	37	44	38	4	15	-	4	18	29	-	-
MANUFACTURING -----	341	5.37	5.21	4.42- 5.77	-	-	-	4	-	-	3	74	12	4	8	47	37	44	38	4	15	-	4	18	29	-	-
PAINTERS, MAINTENANCE -----	38	6.21	6.83	5.55- 7.42	1	1	1	-	1	1	1	-	1	1	-	1	-	1	4	1	-	-	-	6	17	-	-
PIPEFITTERS, MAINTENANCE -----	46	6.89	6.83	6.83- 7.42	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	3	26	14	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Jacksonville, Fla., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	40	\$ 5.49	PACKERS, SHIPPING -----	102	3.18
MANUFACTURING -----	36	5.75	RECEIVING CLERKS -----	137	4.30
CARPENTERS, MAINTENANCE -----	49	5.98	MANUFACTURING -----	30	4.39
NONMANUFACTURING -----	28	5.32	NONMANUFACTURING -----	107	4.28
ELECTRICIANS, MAINTENANCE -----	97	6.39	SHIPPING AND RECEIVING CLERKS -----	40	4.75
MANUFACTURING -----	84	6.41	TRUCKDRIVERS -----	1,339	4.31
ENGINEERS, STATIONARY -----	81	6.14	MANUFACTURING -----	270	3.90
MANUFACTURING -----	47	6.63	NONMANUFACTURING -----	1,069	4.42
NONMANUFACTURING -----	34	5.46	PUBLIC UTILITIES -----	307	6.03
HELPERS, MAINTENANCE TRADES -----	59	4.73	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	171	3.18
MANUFACTURING -----	35	4.73	NONMANUFACTURING -----	160	3.16
MACHINISTS, MAINTENANCE -----	83	5.92	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	400	3.99
MANUFACTURING -----	79	5.89	MANUFACTURING -----	104	3.73
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	379	5.66	NONMANUFACTURING -----	296	4.07
MANUFACTURING -----	77	5.08	PUBLIC UTILITIES -----	67	7.10
NONMANUFACTURING -----	302	5.81	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	514	5.25
PUBLIC UTILITIES -----	110	6.57	MANUFACTURING -----	51	4.35
MECHANICS, MAINTENANCE -----	345	5.35	NONMANUFACTURING -----	463	5.35
MANUFACTURING -----	341	5.37	PUBLIC UTILITIES -----	238	5.73
PAINTERS, MAINTENANCE -----	38	6.21	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	221	3.74
PIPEFITTERS, MAINTENANCE -----	45	6.94	MANUFACTURING -----	100	3.84
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKERS, POWER (FORKLIFT) -----	557	4.16
GUARDS AND WATCHMEN -----	913	2.42	MANUFACTURING -----	305	4.10
MANUFACTURING -----	33	3.46	NONMANUFACTURING -----	252	4.23
NONMANUFACTURING -----	880	2.38	WAREHOUSEMEN -----	94	4.62
WATCHMEN: MANUFACTURING -----	27	3.21	NONMANUFACTURING -----	87	4.66
JANITORS, PORTERS, AND CLEANERS -----	1,238	2.50	PUBLIC UTILITIES -----	30	5.88
MANUFACTURING -----	164	3.85	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
NONMANUFACTURING -----	1,074	2.30	JANITORS, PORTERS, AND CLEANERS -----	890	2.20
LABORERS, MATERIAL HANDLING -----	688	3.31	MANUFACTURING -----	35	3.09
MANUFACTURING -----	276	3.52	NONMANUFACTURING -----	855	2.16
NONMANUFACTURING -----	412	3.17	ORDER FILLEPS -----	485	3.00
ORDER FILLERS -----	1,119	3.66	NONMANUFACTURING -----	482	3.01
NONMANUFACTURING -----	1,098	3.67	PACKERS, SHIPPING -----	119	3.22

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation.

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Jacksonville, Fla., for selected periods

Industry and occupational group	December 1972 to December 1973	December 1973 to December 1974	December 1974 to December 1975
All industries:			
Office clerical (men and women)	7.9	9.2	9.3
Electronic data processing (men and women)	*	7.9	6.7
Industrial nurses (men and women)	**	**	9.7
Skilled maintenance trades (men)	8.7	10.7	7.1
Unskilled plant workers (men)	11.7	11.6	4.9
Manufacturing:			
Office clerical (men and women)	**	**	**
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	8.2	12.1	7.7
Unskilled plant workers (men)	11.7	9.5	9.6
Nonmanufacturing:			
Office clerical (men and women)	7.9	9.4	9.4
Electronic data processing (men and women)	*	7.9	6.6
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	11.8	13.0	1.7

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interest-establishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a sub-classification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators, classes A and B
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

**Establishments and workers within scope of survey and number studied
in Jacksonville, Fla.,¹ December 1975**

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions -----	-	482	150	93,365	100	55,020
Manufacturing -----	50	122	49	22,786	24	13,858
Nonmanufacturing -----	-	360	101	70,579	76	41,162
Transportation, communication, and other public utilities ⁵ -----	50	44	17	13,093	14	10,572
Wholesale trade ⁶ -----	50	78	17	7,181	8	2,279
Retail trade ⁶ -----	50	107	24	24,309	26	12,865
Finance, insurance, and real estate ⁶ -----	50	63	21	17,680	19	11,888
Services ^{6,7} -----	50	68	22	8,316	9	3,558

¹ The Jacksonville Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Baker, Clay, Duval, Nassau, and St. Johns Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Jacksonville's electric utility and transit system are municipally operated and are excluded by definition from the scope of the survey.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segment which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level official) that employs, in all, fewer than 5,000 persons

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographer rather than secretaries as described above, to this level of supervisory or nonsupervisory worker)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts and transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment,

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

ENGINEER, STATIONARY—Continued

steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship, or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct length with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punches and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machine heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisit additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers in the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Receiving clerk
- Shipping clerk
- Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

- Truckdriver (combination of sizes listed separately)
- Truckdriver, light (under 1½ tons)
- Truckdriver, medium (1½ to and including 4 tons)
- Truckdriver, heavy (over 4 tons, trailer type)
- Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

- Trucker, power (forklift)
- Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska
Albany, Ga.
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Harlingen-San Benito, Tex.
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Meridian, Miss.
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Mobile and Pensacola, Ala.-Fla.
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New Bern-Jacksonville, N.C.
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Pocatello-Idaho Falls, Idaho
Portsmouth, N.H.-Maine-Mass.
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An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
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Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
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Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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A WAGE SURVEY

Denver—Boulder, Colorado, Metropolitan Area

December 1975

Bulletin 1850-82



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a December 1975 survey of occupational earnings in the Denver-Boulder, Colorado, Standard Metropolitan Statistical Area (Adams, Arapahoe, Boulder, Denver, Douglas, Gilpin, and Jefferson Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Denver-Boulder survey was conducted by the Bureau's regional office in Kansas City, Mo., under the general direction of Edward Chaiken, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Reports on occupational earnings and supplementary wage provisions in the Denver-Boulder area are also available for contract construction services (July 1974), and occupational earnings only for the metalworking (December 1975), and laundry and dry cleaning (December 1975) industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-82
April 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Denver—Boulder, Colorado, Metropolitan Area, December 1975

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Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 50 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Denver-Boulder, Colo., December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280 and over							
						85	90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	over							
ALL WORKERS-- CONTINUED																																	
SECRETARIES - CONTINUED																																	
SECRETARIES, CLASS A -----	206	39.5	\$ 204.50	\$ 196.50	\$ 164.00-236.00	-	-	-	-	-	-	-	12	3	15	25	15	14	22	18	18	8	8	24	10	14							
MANUFACTURING -----	99	40.0	202.00	190.50	164.00-221.00	-	-	-	-	-	-	-	4	1	6	16	7	12	13	10	5	2	2	6	5	10							
NONMANUFACTURING -----	107	39.0	206.50	207.00	161.00-241.00	-	-	-	-	-	-	-	8	2	9	9	8	2	9	8	13	6	6	18	5	4							
SECRETARIES, CLASS B -----	540	39.5	200.00	192.00	161.50-240.00	-	-	-	-	-	-	2	38	44	44	72	45	21	26	22	25	47	17	53	57	27							
MANUFACTURING -----	144	40.0	204.00	203.50	161.00-245.50	-	-	-	-	-	-	-	1	18	16	7	13	4	9	16	11	6	4	10	24	5							
NONMANUFACTURING -----	396	39.5	198.50	184.00	161.50-236.00	-	-	-	-	-	-	2	37	26	28	65	32	17	17	6	14	41	13	43	33	22							
PUBLIC UTILITIES -----	130	40.0	243.00	246.00	225.00-263.00	-	-	-	-	-	-	-	-	-	6	1	-	2	3	9	27	12	34	26	10								
RETAIL TRADE -----	55	40.0	159.00	152.00	130.00-170.50	-	-	-	-	-	-	-	21	-	18	2	2	1	1	1	4	4	-	1	-	-							
SECRETARIES, CLASS C -----	1,101	39.5	190.00	188.00	161.50-216.50	-	-	-	-	9	5	15	60	66	91	143	92	97	74	106	89	58	49	99	34	14							
MANUFACTURING -----	481	40.0	194.50	192.00	163.00-226.00	-	-	-	-	-	4	-	20	33	27	48	60	38	39	30	32	30	24	80	5	5							
NONMANUFACTURING -----	620	39.5	187.00	186.50	154.00-210.50	-	-	-	-	9	1	15	40	33	64	95	26	59	35	76	57	28	25	19	29	9							
PUBLIC UTILITIES -----	141	40.0	219.00	217.00	194.50-234.00	-	-	-	-	-	-	-	-	-	2	11	7	12	9	15	21	18	15	6	20	5							
RETAIL TRADE -----	57	40.0	161.00	160.00	130.00-183.50	-	-	-	-	-	-	2	18	5	3	8	3	6	4	1	5	2	-	-	-	-							
SECRETARIES, CLASS D -----	757	39.5	176.50	171.00	154.00-202.50	-	-	-	-	4	10	23	59	70	66	119	91	66	27	110	18	66	14	10	3								
MANUFACTURING -----	286	40.0	183.00	171.00	161.00-225.00	-	-	-	-	-	-	2	22	13	21	67	40	24	8	7	2	65	12	2	-	1							
NONMANUFACTURING -----	471	39.5	172.50	171.00	144.00-202.00	-	-	-	-	4	10	21	37	57	45	52	51	42	19	103	16	1	2	8	3								
PUBLIC UTILITIES -----	69	40.0	191.00	183.50	167.00-203.00	-	-	-	-	-	-	-	-	-	6	21	7	9	4	8	-	1	2	8	3								
STENOGRAPHERS, GENERAL -----	249	39.5	167.00	155.00	144.00-198.00	-	-	-	-	-	29	4	22	50	25	19	15	7	28	7	18	6	14	5	-	-							
MANUFACTURING -----	225	39.5	166.00	153.50	141.00-198.00	-	-	-	-	-	29	3	22	49	23	10	11	6	28	7	12	6	14	5	-	-							
PUBLIC UTILITIES -----	98	40.0	196.00	198.00	163.00-224.00	-	-	-	-	-	-	-	-	12	5	10	4	4	19	7	12	6	14	5	-	-							
STENOGRAPHERS, SENIOR -----	431	40.0	170.50	170.50	146.50-193.50	-	-	-	-	34	17	2	32	45	45	34	37	46	52	26	19	13	18	10	1	-							
MANUFACTURING -----	106	40.0	186.00	189.00	170.50-200.00	-	-	-	-	-	-	-	1	4	4	6	12	5	26	20	14	8	2	4	-	-							
NONMANUFACTURING -----	325	40.0	165.50	161.00	140.50-191.50	-	-	-	-	34	17	1	28	41	39	22	32	20	32	12	11	11	14	10	1	-							
PUBLIC UTILITIES -----	35	40.0	232.50	236.00	228.50-242.00	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	7	14	10	1	-							
SWITCHBOARD OPERATORS -----	288	39.5	132.50	120.50	103.00-150.00	7	3	38	12	62	17	36	23	18	7	13	5	8	1	8	11	11	7	1	-	-							
MANUFACTURING -----	249	39.5	126.50	112.00	100.00-138.00	7	3	38	12	60	16	33	20	16	3	6	5	2	1	3	11	5	7	1	-	-							
PUBLIC UTILITIES -----	25	40.0	212.00	217.50	212.00-225.00	-	-	-	-	-	-	-	-	1	1	-	-	1	-	1	11	4	4	1	-	-							
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	507	40.0	134.50	129.00	112.50-144.00	-	2	-	1	122	28	108	87	49	39	16	10	-	20	5	-	-	3	17	-	-							
MANUFACTURING -----	119	40.0	132.50	136.00	121.00-150.00	-	-	-	-	25	-	20	32	11	16	10	4	-	1	-	-	-	-	-	-	-							
NONMANUFACTURING -----	388	39.5	135.00	127.50	107.50-144.00	-	2	-	1	97	28	88	55	38	23	6	6	-	19	5	-	-	3	17	-	-							
PUBLIC UTILITIES -----	53	40.0	185.50	158.00	155.00-240.00	-	-	-	-	-	-	5	-	-	22	5	-	-	4	-	-	-	-	17	-	-							
RETAIL TRADE -----	76	40.0	109.50	100.00	100.00-115.50	-	2	-	-	51	11	-	9	-	-	1	-	-	1	1	-	-	-	-	-	-							
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	68	39.0	133.50	132.00	120.00-141.50	-	-	-	-	6	9	18	12	11	1	9	2	-	-	-	-	-	-	-	-	-							
TYPISTS, CLASS A -----	723	40.0	139.50	132.50	118.00-154.00	-	-	-	1	26	175	149	65	113	62	45	14	17	31	10	8	2	3	2	-	-							
MANUFACTURING -----	82	40.0	150.50	143.50	137.50-165.00	-	-	-	-	-	7	4	13	32	3	6	3	3	10	1	-	-	-	-	-	-							
NONMANUFACTURING -----	641	40.0	138.00	126.50	117.50-154.00	-	-	-	1	26	168	145	52	81	59	39	11	14	21	9	8	2	3	2	-	-							
TYPISTS, CLASS B -----	411	39.5	114.00	110.00	105.00-118.50	1	1	20	29	103	173	41	16	4	18	-	5	-	-	-	-	-	-	-	-	-							
NONMANUFACTURING -----	377	39.5	111.50	110.00	105.00-118.50	1	1	20	29	103	157	41	16	4	2	-	3	-	-	-	-	-	-	-	-	-							

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																									
			Mean ²	Median ²	Middle range ²	\$ 85	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300					
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	over					
ALL WORKERS																															
CLERKS, ACCOUNTING, CLASS A -----	313	40.0	\$ 181.00	\$ 173.00	\$ 150.00-209.00	-	-	-	-	2	19	19	38	26	34	39	27	17	19	10	9	14	32	8	-	-					
MANUFACTURING -----	129	40.0	169.00	168.00	144.00-182.50	-	-	-	-	-	1	10	26	13	17	20	22	7	6	1	-	-	6	-	-	-					
NONMANUFACTURING -----	184	40.0	189.50	183.00	153.50-233.50	-	-	-	-	2	18	9	12	13	17	19	5	10	13	9	9	14	26	8	-	-					
PUBLIC UTILITIES -----	53	40.0	225.50	235.50	200.00-255.00	-	-	-	-	-	-	1	1	-	3	2	6	8	-	4	2	18	8	-	-	-					
RETAIL TRADE -----	63	40.0	157.00	160.00	132.50-173.00	-	-	-	-	1	13	2	8	6	12	13	3	2	2	-	-	1	-	-	-	-					
CLERKS, ACCOUNTING, CLASS B -----	433	39.5	143.00	140.00	119.50-166.00	14	8	4	25	82	44	39	31	43	74	26	14	10	8	-	-	6	5	-	-	-					
MANUFACTURING -----	66	39.5	145.50	137.50	126.50-158.50	-	-	-	-	11	14	10	5	10	7	-	2	3	4	-	-	-	-	-	-	-					
NONMANUFACTURING -----	367	39.5	143.00	141.50	112.00-167.00	14	8	4	25	71	30	29	26	33	67	26	12	7	4	-	-	6	5	-	-	-					
RETAIL TRADE -----	233	39.5	131.50	126.00	110.50-155.00	14	8	4	25	54	22	28	14	9	30	18	4	2	1	-	-	-	-	-	-	-					
CLERKS, FILE, CLASS 8 -----	80	40.0	138.00	142.00	105.50-159.00	-	6	10	6	6	2	7	13	13	5	3	3	6	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	64	40.0	135.50	140.00	99.50-159.00	-	6	10	6	6	2	1	9	10	3	2	3	6	-	-	-	-	-	-	-	-					
CLERKS, ORDER -----	142	39.5	116.00	104.00	93.00-130.00	19	32	8	26	12	7	4	5	15	5	1	2	4	-	2	-	-	-	-	-	-					
NONMANUFACTURING -----	132	39.5	112.50	104.00	93.00-122.50	19	32	8	26	12	7	4	2	13	3	1	2	3	-	-	-	-	-	-	-	-					
CLERKS, PAYROLL -----	79	40.0	174.00	166.00	151.00-197.50	-	-	1	-	3	2	4	8	10	17	4	6	5	6	7	1	1	3	1	-	-					
NONMANUFACTURING -----	50	40.0	167.50	165.50	150.50-174.50	-	-	1	-	2	-	2	6	8	17	3	1	3	4	-	-	-	2	1	-	-					
KEYPUNCH OPERATORS, CLASS A -----	179	40.0	174.00	173.00	146.00-184.00	-	-	-	-	2	6	20	20	20	14	49	9	3	9	1	8	3	14	1	-	-					
NONMANUFACTURING -----	134	40.0	176.50	177.00	147.00-180.50	-	-	-	-	2	5	12	16	14	7	41	5	2	5	1	7	2	14	1	-	-					
PUBLIC UTILITIES -----	33	40.0	228.50	232.50	215.00-245.00	-	-	-	-	-	-	-	-	1	-	1	-	1	5	1	7	2	14	1	-	-					
KEYPUNCH OPERATORS, CLASS B -----	237	40.0	148.50	147.50	120.00-175.00	1	1	4	41	11	21	17	29	30	19	10	14	22	6	6	5	-	-	-	-	-					
MANUFACTURING -----	64	40.0	157.50	155.00	142.50-169.50	-	-	-	-	3	4	4	13	16	8	6	2	5	2	-	1	-	-	-	-	-					
NONMANUFACTURING -----	173	40.0	145.00	140.00	106.00-177.00	1	1	4	41	8	17	13	16	14	11	4	12	17	4	6	4	-	-	-	-	-					
RETAIL TRADE -----	64	40.0	139.50	131.50	106.00-156.50	1	1	4	11	3	9	6	7	7	1	1	9	-	-	1	3	-	-	-	-	-					
MESSENGERS -----	88	40.0	126.50	125.00	113.50-132.50	2	-	2	13	13	31	7	14	3	-	-	1	-	-	1	1	-	-	-	-	-					
NONMANUFACTURING -----	67	40.0	126.50	125.00	111.00-140.00	2	-	2	12	7	22	4	14	1	-	-	1	-	-	1	1	-	-	-	-	-					
SECRETARIES -----	1,334	40.0	199.50	195.50	164.50-230.50	-	-	-	5	5	15	56	75	99	145	131	79	80	80	93	127	71	152	82	23	16					
MANUFACTURING -----	672	40.0	201.50	203.50	166.50-232.50	-	-	-	-	-	2	34	33	47	65	65	28	43	43	47	84	40	92	31	9	9					
NONMANUFACTURING -----	662	40.0	197.50	189.00	162.50-228.50	-	-	-	5	5	13	22	42	52	80	66	51	37	37	46	43	31	60	51	14	7					
PUBLIC UTILITIES -----	268	40.0	232.00	231.00	204.00-258.00	-	-	-	-	-	-	-	-	2	8	9	16	15	26	26	27	29	45	49	9	7					
RETAIL TRADE -----	90	40.0	174.50	171.00	156.00-195.00	-	-	-	-	2	4	3	6	11	14	16	8	5	5	9	6	-	1	-	-	-					
SECRETARIES, CLASS B -----	277	40.0	224.00	226.50	192.00-259.00	-	-	-	-	-	2	5	7	6	15	21	9	19	15	25	19	16	50	50	9	9					
MANUFACTURING -----	81	40.0	229.00	224.00	203.50-260.00	-	-	-	-	-	-	1	-	1	3	4	-	8	10	11	4	3	9	22	2	3					
NONMANUFACTURING -----	196	40.0	221.50	226.50	185.00-251.50	-	-	-	-	-	2	4	7	5	12	17	9	11	5	14	15	13	41	28	7	6					
SECRETARIES, CLASS C -----	722	40.0	196.00	193.50	163.00-226.00	-	-	-	1	1	4	31	41	54	85	72	54	53	45	62	54	39	92	25	6	3					
MANUFACTURING -----	413	40.0	197.00	196.00	163.00-232.00	-	-	-	-	-	-	20	22	25	48	49	21	32	26	30	28	23	81	5	1	3					
NONMANUFACTURING -----	309	40.0	194.00	188.00	163.50-220.00	-	-	-	1	1	4	11	19	29	37	23	33	21	19	32	26	16	12	20	5	-					
PUBLIC UTILITIES -----	133	40.0	220.50	218.50	194.50-234.00	-	-	-	-	-	-	-	-	2	7	7	12	9	15	17	18	15	6	20	5	-					
SECRETARIES, CLASS D -----	293	40.0	178.00	170.00	152.00-206.50	-	-	-	4	4	9	20	27	37	45	38	16	8	12	2	50	14	6	1	-	-					
MANUFACTURING -----	150	40.0	190.00	185.50	156.00-227.00	-	-	-	-	-	2	13	11	20	14	12	7	3	2	2	50	12	2	-	-	-					
NONMANUFACTURING -----	143	40.0	166.00	165.50	149.50-178.00	-	-	-	4	4	7	7	16	17	31	26	9	5	10	-	-	2	4	1	-	-					
TENOGRAPHERS, GENERAL -----	143	40.0	186.00	184.00	156.50-212.00	-	-	-	-	1	2	8	15	11	15	15	7	19	7	18	6	14	5	-	-	-					
NONMANUFACTURING -----	123	40.0	187.00	191.50	155.00-212.00	-	-	-	-	1	1	8	14	9	10	11	6	19	7	12	6	14	5	-	-	-					
PUBLIC UTILITIES -----	98	40.0	196.00	198.00	163.00-224.00	-	-	-	-	-	-	-	12	5	10	4	4	19	7	12	6	14	5	-	-	-					

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Denver—Boulder, Colo., December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300							
						90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	over							
ALL WORKERS-- CONTINUED																																	
STENOGRAPHERS, SENIOR -----	198	40.0	\$ 180.00	\$ 176.00	\$ 152.00-200.00	-	-	-	-	-	1	12	26	35	16	12	19	22	18	12	4	12	8	1	-	-	-	-					
NONMANUFACTURING -----	131	40.0	175.00	161.00	150.50-196.00	-	-	-	-	-	1	9	22	33	13	12	5	6	4	4	2	11	8	1	-	-	-	-					
PUBLIC UTILITIES -----	25	40.0	232.00	237.00	232.50-243.00	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	2	11	8	1	-	-	-	-					
SWITCHBOARD OPERATORS -----	139	40.0	148.50	135.50	104.00-190.50	3	5	3	25	13	9	20	10	5	4	5	2	1	6	11	11	5	1	-	-	-	-						
NONMANUFACTURING -----	109	40.0	143.50	131.00	103.50-171.00	3	5	3	23	12	6	17	8	1	2	5	-	1	1	11	5	5	1	-	-	-	-						
PUBLIC UTILITIES -----	25	40.0	212.00	217.50	212.00-225.00	-	-	-	-	-	-	1	1	-	-	1	-	1	1	11	4	4	1	-	-	-	-						
TYPISTS, CLASS A -----	190	40.0	159.00	154.50	134.00-185.00	-	-	1	5	15	15	27	28	11	18	14	14	22	8	8	1	3	-	-	-	-	-						
MANUFACTURING -----	59	40.0	158.00	147.50	144.50-178.00	-	-	-	-	1	2	9	21	3	6	3	3	10	1	-	-	-	-	-	-	-	-						
NONMANUFACTURING -----	131	40.0	159.50	158.50	129.50-180.50	-	-	1	5	14	13	18	7	8	12	11	11	12	7	8	1	3	-	-	-	-	-						

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Denver-Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

* Workers were distributed as follows: 67 at \$400 to \$440; and 34 at \$440 to \$480.

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Denver—Boulder, Colo., December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of--																							
			Mean ²	Median ²	Middle range ²	\$ 110 and under	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 400			
						120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	340	360	400	over			
ALL WORKERS-- CONTINUED																													
ELECTRONICS TECHNICIANS--CONTINUED																													
ELECTRONICS TECHNICIANS, CLASS B-- MANUFACTURING -----	345 79	40.0 40.0	\$ 268.50 250.00	\$ 281.50 246.00	\$ 255.50-281.50 244.00-255.50	-	-	-	-	1	1	-	-	1	-	5	14	19	57 48	24 13	222 1	1	-	-	-	-	-		
NURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	88 60	40.0 40.0	219.00 212.00	214.50 210.00	205.00-231.00 207.00-224.50	-	-	-	1	-	-	6	5	5	10	23	13	7	6 4	6 1	4	1	-	-	-	-	-		

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments
in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 130 and under	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 440	\$ 480		
						140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	340	360	380	400	440	480			
ALL WORKERS																													
COMPUTER OPERATORS, CLASS A -----	142	40.0	\$ 255.50	\$ 260.00	\$ 235.50-290.50	-	-	1	3	-	3	6	6	3	7	10	31	30	37	4	1	-	-	-	-	-	-	-	
NONMANUFACTURING -----	103	40.0	262.00	275.50	245.00-292.00	-	-	-	3	-	2	4	1	3	4	5	17	23	36	4	1	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	80	40.0	273.50	275.50	257.00-292.00	-	-	-	-	-	-	-	-	-	1	3	17	23	32	4	-	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	141	40.0	202.50	202.00	177.50-226.50	3	2	14	6	11	18	14	9	20	13	7	16	4	2	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	92	40.0	206.00	213.00	170.00-240.00	1	2	14	6	6	4	5	3	15	9	4	17	4	2	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	50	40.0	229.00	227.00	213.00-246.50	-	-	1	-	-	1	2	1	14	7	4	17	2	1	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	105	40.0	294.00	294.00	277.00-312.00	-	-	-	-	-	-	-	1	2	-	3	9	16	26	29	12	3	3	1	-	-	-	-	
MANUFACTURING -----	68	40.0	297.50	302.50	286.00-316.00	-	-	-	-	-	-	-	1	1	-	1	5	8	16	25	11	1	1	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	164	40.0	284.50	288.00	249.50-315.00	-	-	-	-	-	-	-	1	7	11	12	29	18	19	28	21	11	7	-	-	-	-	-	
NONMANUFACTURING -----	136	40.0	290.00	294.00	249.50-323.00	-	-	-	-	-	-	-	1	4	11	9	19	10	16	27	21	11	7	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	227	40.0	385.50	386.00	345.00-424.00	-	-	-	-	-	-	-	-	-	-	-	1	2	7	10	28	32	25	23	65	34			
MANUFACTURING -----	58	40.0	345.00	345.00	332.00-366.50	-	-	-	-	-	-	-	-	-	-	-	1	2	6	4	11	18	8	3	4	1			
NONMANUFACTURING -----	169	40.0	399.50	405.00	366.00-430.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	17	14	17	20	61	33			
PUBLIC UTILITIES -----	148	40.0	408.50	413.50	380.50-437.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	13	14	18	60	33			
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	153	40.0	307.50	301.50	274.50-333.00	-	-	-	-	-	-	-	-	-	1	2	7	29	35	31	14	16	11	7	-	-	-	-	
NONMANUFACTURING -----	105	40.0	315.50	308.50	283.00-345.00	-	-	-	-	-	-	-	-	-	-	2	3	16	22	20	11	13	11	7	-	-	-	-	
DRAFTERS, CLASS A -----	56	40.0	280.00	265.00	255.00-304.00	-	-	-	-	-	-	-	-	-	3	4	10	12	6	5	3	3	3	1	-	-	-	-	
DRAFTERS, CLASS B -----	83	40.0	235.50	233.00	213.50-250.50	-	-	-	1	1	5	5	6	8	9	17	10	10	10	-	1	-	-	-	-	-	-	-	
MANUFACTURING -----	51	40.0	220.00	223.00	203.00-234.50	-	-	-	-	-	5	4	6	7	9	14	5	1	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	463	40.0	281.00	281.50	276.00-281.50	-	-	1	1	-	-	1	-	3	10	7	75	30	240	39	46	10	-	-	-	-	-	-	
MANUFACTURING -----	138	40.0	275.00	260.00	255.50-303.00	-	-	-	-	-	-	-	-	-	-	1	66	18	13	29	11	-	-	-	-	-	-	-	
NONMANUFACTURING -----	325	40.0	283.50	281.50	281.50-281.50	-	-	1	1	-	-	1	-	3	10	6	9	12	227	10	35	10	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS A-----	132	40.0	308.00	314.00	295.00-324.50	-	-	-	-	-	-	-	-	-	-	-	14	6	18	38	46	10	-	-	-	-	-	-	
MANUFACTURING -----	71	40.0	295.50	303.00	274.50-316.00	-	-	-	-	-	-	-	-	-	-	-	14	5	12	29	11	-	-	-	-	-	-	-	
NONMANUFACTURING -----	61	40.0	322.00	324.50	314.00-324.99	-	-	-	-	-	-	-	-	-	-	-	-	1	6	9	35	10	-	-	-	-	-	-	
PUBLIC UTILITIES -----	54	40.0	326.00	324.50	322.00-330.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	35	10	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS B-----	327	40.0	270.50	281.50	260.00-281.50	-	-	1	1	-	-	1	-	3	10	7	57	24	222	1	-	-	-	-	-	-	-	-	
COURSES, INDUSTRIAL (REGISTERED) ---	73	40.0	223.00	218.50	204.50-233.00	-	1	1	-	2	4	5	6	18	13	7	5	6	4	1	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Denver—Boulder, Colo., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A:-----	98	39.0	\$ 210.50	KEYRUNCH OREPARATORS, CLASS B -----	616	39.5	\$ 137.00	TYPISTS, CLASS A -----	716	40.0	\$ 138.50
NONMANUFACTURING -----				MANUFACTURING -----	117	40.0	145.00	MANUFACTURING -----	81	40.0	150.00
CLERKS, ACCOUNTING, CLASS B -----	71	39.0	160.50	NONMANUFACTURING -----	499	39.5	135.00				
NONMANUFACTURING -----	50	39.0	172.00	PUBLIC UTILITIES -----	70	40.0	168.50	TYRISTS, CLASS B -----	411	39.5	114.00
				RETAIL TRAOE -----	77	40.0	133.50	NONMANUFACTURING -----	377	39.5	111.50
CLERKS, ORDER -----	476	40.0	160.00								
NONMANUFACTURING -----	474	40.0	160.00	MESSENGERS -----	97	39.0	117.00				
				NONMANUFACTURING -----	88	39.0	116.50				
MESSENGERS -----	95	40.0	119.00	SECRETARIES -----	2,600	39.5	189.00	PROFESSIONAL AND TECHNICAL			
NONMANUFACTURING -----	81	40.0	117.50	MANUFACTURING -----	1,003	40.0	193.50	OCCUPATIONS - MEN			
				NONMANUFACTURING -----	1,597	39.5	186.50				
OFFICE OCCUPATIONS - WOMEN				PUBLIC UTILITIES -----	351	40.0	222.50	COMPUTER OPEPATOPS, CLASS A -----	158	40.0	254.00
				RETAIL TRAOE -----	152	40.0	161.50	NONMANUFACTURING -----	119	40.0	259.50
BILLERS, MACHINE (BILLING				SECPETARIES, CLASS A -----	205	39.5	204.00	PUBLIC UTILITIES -----	55	40.0	271.00
MACHINE) -----	77	40.0	159.50	MANUFACTURING -----	99	40.0	202.00				
NONMANUFACTURING -----	73	40.0	160.50	NONMANUFACTURING -----	106	39.0	205.50	COMRUTER OREPARATORS, CLASS B -----	264	39.5	188.00
PUBLIC UTILITIES -----	43	40.0	198.50					NONMANUFACTURING -----	216	39.5	187.50
CLERKS, ACCOUNTING, CLASS A -----	865	39.5	161.00	SECRETARIES, CLASS B -----	540	39.5	200.00	PUBLIC UTILITIES -----	29	40.0	229.00
MANUFACTURING -----	235	40.0	161.00	MANUFACTURING -----	144	40.0	204.00	COMPUTER OPEPATOPS, CLASS C -----	80	39.5	145.00
NONMANUFACTURING -----	630	39.5	161.00	NONMANUFACTURING -----	396	39.5	198.50	NONMANUFACTURING -----	72	39.5	142.50
PUBLIC UTILITIES -----	91	40.0	208.00	PUBLIC UTILITIES -----	130	40.0	243.00				
RETAIL TRAOE -----	155	40.0	148.50	PETAIL TRAOE -----	55	40.0	159.00	COMRUTER PPROGRAMMERS,			
				SECRETARIES, CLASS C -----	1,097	39.5	190.00	BUSINESS, CLASS A -----	136	39.5	302.00
CLERKS, ACCOUNTING, CLASS B -----	1,206	40.0	139.50	MANUFACTURING -----	477	40.0	194.00	MANUFACTURING -----	58	40.0	298.50
MANUFACTUPING -----	199	40.0	142.00	NONMANUFACTURING -----	620	39.5	187.00	NONMANUFACTURING -----	78	39.0	304.50
NONMANUFACTURING -----	1,007	40.0	138.50	PUBLIC UTILITIES -----	141	40.0	219.00	COMPUTER PROGRAMMERS,			
PUBLIC UTILITIES -----	186	40.0	184.50	RETAIL TRAOE -----	57	40.0	161.00	BUSINESS, CLASS B -----	207	39.5	265.00
RETAIL TRAOE -----	284	39.5	129.00					NONMANUFACTURING -----	178	39.5	267.00
				SECRETARIES, CLASS D -----	749	39.5	176.00				
CLERKS, FILE, CLASS A -----	64	39.0	147.50	MANUFACTURING -----	283	40.0	183.50	COMRUTER SYSTEMS ANALYSTS,			
NONMANUFACTURING -----	57	39.0	151.00	NONMANUFACTURING -----	466	39.5	171.50	BUSINESS, CLASS A -----	224	40.0	381.50
				PUBLIC UTILITIES -----	64	40.0	187.00	MANUFACTURING -----	71	40.0	349.50
CLERKS, FILE, CLASS B -----	707	39.5	112.50	STENOGRAPHERS, GENERAL -----	249	39.5	167.00	NONMANUFACTURING -----	153	40.0	396.00
NONMANUFACTURING -----	687	39.0	111.50	NONMANUFACTURING -----	225	39.5	166.00	PUBLIC UTILITIES -----	119	40.0	414.00
PUBLIC UTILITIES -----	48	40.0	176.50	PUBLIC UTILITIES -----	98	40.0	196.00	COMPUTER SYSTEMS ANALYSTS,			
								BUSINESS, CLASS B -----	191	40.0	310.00
CLERKS, FILE, CLASS C -----	90	39.5	101.00	STENOGRAPHERS, SENIOR -----	423	40.0	169.50	NONMANUFACTURING -----	144	40.0	317.00
NONMANUFACTURING -----	86	39.5	100.00	MANUFACTURING -----	105	40.0	186.00	PUBLIC UTILITIES -----	66	40.0	321.00
				NONMANUFACTURING -----	318	40.0	164.50	COMPUTER SYSTEMS ANALYSTS,			
CLERKS, ORDER -----	358	39.5	133.50	SWITCHBOARD OPERATORS -----	283	39.5	131.50	BUSINESS, CLASS C -----	51	40.0	304.00
NONMANUFACTUPING -----	311	39.5	130.50	NONMANUFACTURING -----	245	39.5	125.00	DRAFTERS, CLASS A -----	200	40.0	262.50
								MANUFACTURING -----	101	40.0	270.00
CLERKS, PAYROLL -----	260	39.5	164.50	SWITCHBOARD OPERATOR-PECERTIONISTS-	503	40.0	134.50	NONMANUFACTURING -----	99	40.0	254.50
MANUFACTURING -----	76	40.0	164.50	MANUFACTURING -----	116	40.0	131.50				
NONMANUFACTURING -----	184	39.5	164.00	NONMANUFACTURING -----	387	39.5	135.00	DRAFTEPS, CLASS A -----	298	40.0	224.00
RETAIL TRAOE -----	64	40.0	156.00	PUBLIC UTILITIES -----	53	40.0	185.50	MANUFACTURING -----	225	40.0	223.50
				PETAIL TRAOE -----	76	40.0	109.50	NONMANUFACTURING -----	73	40.0	226.00
KEYRUNCH OPERATORS, CLASS A -----	436	40.0	168.50	TRANSCRIBING-MACHINE OPEPATORS,				DRAFTERS, CLASS C -----	58	40.0	173.00
MANUFACTURING -----	110	40.0	162.00	GENERAL -----	68	39.0	133.50				
NONMANUFACTURING -----	326	40.0	171.00								
PUBLIC UTILITIES -----	57	40.0	204.00								
RETAIL TRAOE -----	56	40.0	163.00								

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex,
in Denver—Boulder, Colo., December 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
ELECTRONICS TECHNICIANS -----	595	40.0	\$ 284.00	ELECTRONICS TECHNICIANS--CONTINUED				COMPUTER OPERATORS, CLASS C -----	57	39.5	\$ 145.00
MANUFACTURING -----	161	40.0	271.50					COMPUTER PROGRAMMERS,			
NONMANUFACTURING -----	434	40.0	288.50	ELECTRONICS TECHNICIANS, CLASS B-	323	40.0	270.50	BUSINESS, CLASS B -----	91	39.5	280.00
PUBLIC UTILITIES -----	327	40.0	286.50	MANUFACTURING -----	78	40.0	250.00	NONMANUFACTURING -----	86	39.5	282.50
				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				NURSES, INDUSTRIAL (REGISTERED) ---	86	40.0	219.50
ELECTRONICS TECHNICIANS, CLASS A-	260	40.0	301.00					MANUFACTURING -----	58	40.0	212.00
MANUFACTURING -----	71	40.0	295.50	COMPUTER OPERATORS, CLASS B -----	124	40.0	186.50				
NONMANUFACTURING -----	189	40.0	303.00	NONMANUFACTURING -----	80	40.0	182.50				
PUBLIC UTILITIES -----	89	40.0	308.50	PUBLIC UTILITIES -----	35	40.0	218.00				

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Denver—Boulder, Colo., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	58	40.0	210.00	SECRETARIES - CONTINUED				COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	88	40.0	294.50
OFFICE OCCUPATIONS - WOMEN				SECRETARIES, CLASS C -----	721	40.0	196.00	MANUFACTURING -----	58	40.0	298.50
CLERKS, ACCOUNTING, CLASS A -----	255	40.0	174.50	MANUFACTURING -----	412	40.0	197.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	108	40.0	277.00
MANUFACTURING -----	109	40.0	168.50	NONMANUFACTURING -----	309	40.0	194.00	NONMANUFACTURING -----	85	40.0	281.50
NONMANUFACTURING -----	146	40.0	179.00	PUBLIC UTILITIES -----	133	40.0	220.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	196	40.0	386.00
PUBLIC UTILITIES -----	35	40.0	212.00	SECRETARIES, CLASS O -----	292	40.0	178.00	MANUFACTURING -----	56	40.0	344.50
RETAIL TRADE -----	62	40.0	155.50	MANUFACTURING -----	150	40.0	190.00	NONMANUFACTURING -----	140	40.0	402.50
CLERKS, ACCOUNTING, CLASS B -----	412	39.5	141.00	NONMANUFACTURING -----	142	40.0	165.50	PUBLIC UTILITIES -----	119	40.0	414.00
MANUFACTURING -----	61	39.5	143.00	STENOGRAPHERS, GENERAL -----	143	40.0	186.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	129	40.0	310.00
NONMANUFACTURING -----	351	39.5	140.50	NONMANUFACTURING -----	123	40.0	187.00	NONMANUFACTURING -----	88	40.0	319.00
RETAIL TRADE -----	225	39.5	130.50	PUBLIC UTILITIES -----	98	40.0	196.00	ORAFTERS, CLASS A -----	56	40.0	280.00
CLERKS, FILE, CLASS B -----	79	40.0	138.00	STENOGRAPHERS, SENIOR -----	197	40.0	180.00	ORAFTERS, CLASS B -----	78	40.0	237.50
NONMANUFACTURING -----	63	40.0	135.00	NONMANUFACTURING -----	131	40.0	175.00	ELECTRONICS TECHNICIANS -----	441	40.0	283.00
CLERKS, ORDER -----	133	39.5	111.50	PUBLIC UTILITIES -----	25	40.0	232.00	MANUFACTURING -----	137	40.0	275.50
NONMANUFACTURING -----	125	39.5	108.50	SWITCHBOARD OPERATORS -----	134	40.0	147.00	NONMANUFACTURING -----	304	40.0	286.50
CLERKS, PAYROLL -----	75	40.0	171.50	NONMANUFACTURING -----	105	40.0	141.00	PUBLIC UTILITIES -----	292	40.0	287.00
KEYPUNCH OPERATORS, CLASS A -----	172	40.0	171.50	TYPISTS, CLASS A -----	185	40.0	158.00	ELECTRONICS TECHNICIANS, CLASS A-----	132	40.0	308.00
NONMANUFACTURING -----	128	40.0	173.50	MANUFACTURING -----	58	40.0	157.00	MANUFACTURING -----	71	40.0	295.50
PUBLIC UTILITIES -----	27	40.0	225.50	NONMANUFACTURING -----	127	40.0	158.50	NONMANUFACTURING -----	61	40.0	322.00
KEYPUNCH OPERATORS, CLASS B -----	233	40.0	147.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				PUBLIC UTILITIES -----	54	40.0	326.00
MANUFACTURING -----	64	40.0	157.50	COMPUTER OPERATORS, CLASS A -----	113	40.0	251.00	ELECTRONICS TECHNICIANS, CLASS B-----	305	40.0	273.00
NONMANUFACTURING -----	169	40.0	143.50	NONMANUFACTURING -----	77	40.0	257.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
RETAIL TRADE -----	61	40.0	136.00	PUBLIC UTILITIES -----	55	40.0	271.00	NURSES, INDUSTRIAL (REGISTERED) ---	71	40.0	223.50
SECRETARIES -----	1,332	40.0	199.50	COMPUTER OPERATORS, CLASS B -----	92	40.0	197.50				
MANUFACTURING -----	671	40.0	201.50	NONMANUFACTURING -----	59	40.0	199.00				
NONMANUFACTURING -----	661	40.0	197.00	PUBLIC UTILITIES -----	25	40.0	224.00				
PUBLIC UTILITIES -----	267	40.0	232.00								
RETAIL TRADE -----	90	40.0	174.50								
SECRETARIES, CLASS B -----	277	40.0	224.00								
MANUFACTURING -----	81	40.0	229.00								
NONMANUFACTURING -----	196	40.0	221.50								

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

* Workers were distributed as follows: 3 at \$7.60 to \$8; 6 at \$9.20 to \$9.60; and 1 at \$10.40 to \$10.80.

** Workers were distributed as follows: 18 at \$7.60 to \$8; and 5 at \$8 to \$8.40.

† Workers were distributed as follows: 169 at \$7.60 to \$8; and 162 at \$8 to \$8.40.

†† Workers were at \$8 to \$8.40.

‡ Workers were distributed as follows: 11 at \$7.60 to \$8; 20 at \$8 to \$8.40; and 4 at \$8.40 to \$8.80.

See footnotes at end of tables.

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	\$ 8.20						
					Under \$ 4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	7.80	8.00	8.20	over					
ALL WORKERS																																
CARPENTERS, MAINTENANCE -----	66	\$ 6.26	\$ 5.79	\$ 5.79- 5.92	-	-	-	-	-	-	-	12	27	11	1	-	-	-	6	1	-	1	-	-	-	-	-	-	-	-	*7	
ELECTRICIANS, MAINTENANCE -----	306	6.71	6.84	6.03- 7.47	-	-	-	-	-	1	-	67	-	-	58	11	8	-	20	1	42	84	-	7	-	-	-	-	-	-	7	
MANUFACTURING -----	258	6.58	6.25	5.58- 7.47	-	-	-	-	-	1	-	66	-	-	53	11	7	-	19	-	10	84	-	7	-	-	-	-	-	-	-	
ENGINEERS, STATIONARY -----	250	6.10	6.04	5.78- 6.51	1	3	3	8	2	5	4	9	20	31	7	87	-	15	1	14	-	9	20	6	-	-	-	-	-	-	5	
MANUFACTURING -----	149	6.27	6.04	6.02- 6.40	-	-	-	-	-	-	-	-	4	30	-	76	-	10	-	-	-	9	20	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	101	5.85	5.55	5.16- 6.70	1	3	3	8	2	5	4	9	16	1	7	11	-	5	1	14	-	-	-	6	-	-	-	-	-	-	5	
HELPERS, MAINTENANCE TRADES -----	91	5.46	5.32	5.32- 5.54	3	-	-	-	-	-	-	51	15	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	88	5.48	5.32	5.32- 5.66	2	-	-	-	-	-	-	51	13	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	86	5.54	5.32	5.32- 5.93	-	-	-	-	-	-	-	51	13	-	-	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM --	96	6.48	6.50	5.91- 6.87	-	-	-	-	-	-	-	-	-	6	21	14	3	8	1	28	5	6	4	-	-	-	-	-	-	-	-	
MANUFACTURING -----	96	6.48	6.50	5.91- 6.87	-	-	-	-	-	-	-	-	-	6	21	14	3	8	1	28	5	6	4	-	-	-	-	-	-	-	-	
MACHINISTS, MAINTENANCE -----	232	6.14	6.04	5.58- 6.46	-	-	-	-	-	-	-	-	81	19	-	48	-	43	-	28	-	-	9	2	-	2	-	-	-	-	-	
MANUFACTURING -----	191	6.06	5.75	5.58- 6.04	-	-	-	-	-	-	-	-	81	19	-	48	-	2	-	28	-	-	9	2	-	2	-	-	-	-	-	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	243	6.98	6.62	6.46- 8.00	-	-	-	-	-	-	2	11	-	6	-	15	80	33	-	-	15	18	-	-	-	35	**28	-	-	-	-	
NONMANUFACTURING -----	206	7.07	6.62	6.46- 8.00	-	-	-	-	-	-	-	-	-	-	-	15	77	33	-	-	15	3	-	-	-	35	28	-	-	-	-	
PUBLIC UTILITIES -----	153	6.83	6.48	6.46- 6.60	-	-	-	-	-	-	-	-	-	-	-	15	77	33	-	-	-	-	-	-	-	-	-	-	-	-	-	
MECHANICS, MAINTENANCE -----	443	6.38	6.02	5.58- 7.47	-	-	-	1	3	7	-	6	143	7	43	25	16	20	1	12	-	29	123	-	-	-	-	-	-	-	7	
MANUFACTURING -----	420	6.38	6.02	5.58- 7.47	-	-	-	1	3	7	-	1	143	-	39	25	16	20	1	12	-	29	123	-	-	-	-	-	-	-	-	
PAINTERS, MAINTENANCE -----	51	6.08	5.79	5.79- 6.25	-	-	-	-	-	-	-	5	28	3	1	3	3	-	6	-	-	1	-	-	-	-	-	-	-	-	1	
TOOL AND DIE MAKERS -----	190	6.92	6.58	6.46- 7.34	-	-	-	-	-	-	-	-	-	20	-	-	11	69	-	13	8	22	12	7	4	11	13	-	-	-	-	
MANUFACTURING -----	190	6.92	6.58	6.46- 7.34	-	-	-	-	-	-	-	-	-	20	-	-	11	69	-	13	8	22	12	7	4	11	13	-	-	-	-	

* Workers were distributed as follows: 3 at \$8.60 to \$8.80; 1 at \$8.80 to \$9; 1 at \$9 to \$9.20; and 2 at \$9.60 to \$9.80.

** Workers were at \$8.20 to \$8.40.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers
in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20				
					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	6.00	6.40	6.80	7.20					
ALL WORKERS					-	1011	503	530	147	20	138	21	9	21	13	11	12	9	38	32	108	27	3	38	2	-	-	-				
GUARDS AND WATCHMEN	2,693	2.64	2.25	2.13-2.50	-	1011	503	530	147	20	138	21	9	21	13	11	12	9	38	32	108	27	3	38	2	-	-	-				
MANUFACTURING	254	4.94	5.12	4.76-5.12	-	-	-	-	-	-	6	2	3	8	2	4	5	5	38	20	106	27	3	25	-	-	-	-				
NONMANUFACTURING	2,439	2.40	2.20	2.13-2.50	-	1011	503	530	147	20	132	19	6	13	11	7	7	4	-	12	2	-	-	13	2	-	-	-				
GUARDS:																																
MANUFACTURING	250	4.96	5.12	4.78-5.12	-	-	-	-	-	6	-	3	8	2	4	3	5	38	20	106	27	3	25	-	-	-	-	-				
JANITORS, PORTERS, AND CLEANERS	4,452	3.05	2.80	2.62-3.00	4	23	718	320	943	1306	133	53	49	25	104	87	66	240	183	59	13	16	57	27	3	11	6					
MANUFACTURING	541	4.26	4.55	4.02-4.71	-	20	37	16	12	8	27	2	1	11	-	19	49	124	118	8	-	12	57	9	-	11	-					
NONMANUFACTURING	3,911	2.89	2.80	2.54-2.80	4	3	681	304	931	1298	106	51	48	14	104	68	17	122	65	51	13	4	-	18	3	-	6					
PUBLIC UTILITIES	117	5.11	4.95	4.73-5.16	-	-	-	-	-	-	-	-	1	-	-	-	-	8	26	51	3	4	-	18	-	-	6					
RETAIL TRADE	491	3.44	3.17	2.45-4.52	-	-	58	122	38	14	16	15	9	8	3	40	8	112	39	-	9	-	-	-	-	-	-					
LABORERS, MATERIAL HANDLING	1,434	5.05	4.93	3.92-7.00	-	1	151	80	13	8	26	9	12	39	198	3	41	10	78	55	4	7	6	56	242	8	387					
MANUFACTURING	165	4.48	4.78	3.75-4.78	-	-	-	-	-	16	-	3	26	1	2	5	3	70	26	3	-	1	-	9	-	-	-					
NONMANUFACTURING	1,269	5.13	6.08	3.92-7.00	-	1	151	80	13	8	10	9	9	13	197	1	36	7	8	29	1	7	5	47	242	8	387					
RETAIL TRADE	159	3.37	3.15	2.43-4.34	-	1	25	24	13	8	10	9	9	13	2	1	4	7	8	25	-	-	-	-	-	-	-					
ORDER FILLERS	1,977	4.74	4.62	3.75-6.25	-	-	10	40	61	20	90	87	81	150	32	112	159	80	179	195	13	3	2	9	614	40	-					
MANUFACTURING	563	4.40	4.67	3.95-4.86	-	-	-	32	16	16	48	5	4	16	6	7	7	10	145	195	5	3	2	6	40	-	-					
NONMANUFACTURING	1,414	4.87	4.40	3.75-6.25	-	-	10	8	45	4	42	82	77	134	26	105	152	70	34	-	8	-	-	3	574	40	-					
RETAIL TRADE	536	5.74	6.25	6.25-6.25	-	-	10	8	16	4	2	10	6	10	8	6	2	2	10	-	-	-	-	-	442	-	-					
PACKERS, SHIPPING	490	4.77	4.54	3.61-6.44	-	-	4	52	10	2	10	9	25	42	63	16	10	5	6	48	-	-	-	-	-	190	-					
MANUFACTURING	107	3.93	4.54	2.50-4.94	-	-	-	32	-	-	8	-	-	3	1	7	1	5	4	46	-	-	-	-	-	-	-					
NONMANUFACTURING	383	5.01	4.77	3.62-6.44	-	-	4	20	10	2	2	9	25	39	62	9	9	-	2	-	-	-	-	-	-	190	-					
RECEIVING CLERKS	273	4.21	4.25	3.25-4.95	-	-	-	-	-	21	7	84	4	1	1	9	14	8	52	6	16	12	16	4	8	6	-					
MANUFACTURING	86	4.39	4.67	3.25-5.29	-	-	-	-	-	-	35	-	-	-	-	-	4	2	12	-	-	12	16	1	4	-	-					
NONMANUFACTURING	187	4.12	4.25	3.25-4.70	-	-	-	-	-	21	7	49	4	1	9	10	6	40	6	16	-	-	-	7	4	6	-					
RETAIL TRADE	100	3.89	3.37	3.01-4.95	-	-	-	-	-	21	6	24	4	1	1	4	2	8	2	6	16	-	-	7	-	-	-					
SHIPPING CLERKS	229	4.79	4.70	3.85-5.29	-	-	-	-	-	-	-	-	16	26	18	2	6	42	19	17	23	7	14	3	6	30	-					
MANUFACTURING	95	4.62	4.93	3.85-5.06	-	-	-	-	-	-	-	-	4	12	18	-	-	-	4	15	21	7	14	-	-	-	-					
NONMANUFACTURING	134	4.91	4.46	4.31-6.28	-	-	-	-	-	-	-	-	12	14	-	2	6	42	15	2	2	-	-	3	6	30	-					
SHIPPING AND RECEIVING CLERKS	172	4.80	4.81	4.04-6.00	-	-	-	-	9	3	3	11	-	10	6	9	24	3	8	20	14	-	-	6	43	-	-					
MANUFACTURING	62	4.94	5.12	4.81-5.21	-	-	-	-	-	-	-	-	-	-	-	9	5	-	1	8	20	14	-	5	-	-	-					
NONMANUFACTURING	110	4.72	4.38	3.75-6.29	-	-	-	-	9	3	3	11	-	10	6	-	19	3	2	-	-	-	-	1	43	-	-					
RETAIL TRADE	62	5.42	6.29	4.28-6.29	-	-	-	-	-	3	3	2	-	1	6	-	2	3	1	-	-	-	-	-	41	-	-					
TRUCKDRIVERS	4,018	5.82	6.30	4.41-7.10	-	-	-	71	46	46	90	57	113	188	6	257	16	179	50	73	41	21	72	145	615	531	1401					
MANUFACTURING	707	6.00	6.79	5.12-6.79	-	-	-	-	-	12	-	-	-	27	1	3	-	21	28	69	41	16	40	6	71	317	55					
NONMANUFACTURING	3,311	5.78	6.28	4.16-7.10	-	-	-	71	46	34	90	57	113	161	5	254	16	158	22	4	-	5	32	139	544	214	1346					
PUBLIC UTILITIES	1,705	6.81	7.10	6.28-7.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	116	421	-	1161					
RETAIL TRADE	712	5.07	6.17	3.15-6.84	-	-	-	62	36	24	57	30	12	68	-	2	-	8	-	-	-	4	10	19	108	87	185					
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS)	560	3.57	3.50	2.90-4.06	-	-	-	71	46	25	69	27	54	82	3	137	-	8	1	-	3	1	-	5	26	-	2					
MANUFACTURING	512	3.44	3.50	2.80-4.06	-	-	-	71	46	13	69	27	54	82	3	136	-	-	-	-	-	1	-	5	5	-	-					
RETAIL TRADE	158	2.78	2.70	2.50-3.10	-	-	-	62	36	12	36	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-					
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	1,846	5.97	6.28	4.41-7.10	-	-	-	-	-	21	19	30	39	86	3	120	16	165	16	4	18	10	50	118	230	22	879					
MANUFACTURING	101	4.80	5.13	3.60-5.57	-	-	-	-	-	-	-	-	-	27	1	2	-	13	-	-	18	6	28	4	-	-	2					
NONMANUFACTURING	1,745	6.04	7.10	4.41-7.10	-	-	-	-	-	21	19	30	39	59	2	118	16	152	16	4	-	4	22	114	230	22	877					
PUBLIC UTILITIES	1,207	6.85	7.10	6.28-7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	109	215	-	877					
RETAIL TRADE	135	3.60	3.65	3.25-3.65	-	-	-	-	-	12	19	30	6	50	-	2	-	8	-	-	-	4	-	1	3	-	-					

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Denver—Boulder, Colo., December 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of--																									
		Mean ²	Median ²	Middle range ²	\$ 2.00	\$ 2.10	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.80	
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.10	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.80	7.20	
ALL WORKERS-- CONTINUED																														
TRUCKDRIVERS - CONTINUED																														
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	968	6.56	6.59	6.19- 7.1	-	-	-	-	-	-	-	-	6	6	-	-	-	-	7	3	-	8	22	-	-	359	87	470		
NONMANUFACTURING -----	887	6.62	6.84	6.19- 7.15	-	-	-	-	-	-	-	-	6	6	-	-	-	-	-	-	-	-	10	-	-	309	87	469		
PUBLIC UTILITIES -----	485	6.76	7.15	6.19- 7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	201	-	284		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	543	6.46	6.79	6.75- 6.79	-	-	-	-	-	-	-	-	-	-	-	-	-	6	26	50	-	2	-	-	2	-	407	50		
MANUFACTURING -----	439	6.48	6.79	6.79- 6.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	50	-	2	-	-	-	-	317	50		
TRUCKERS, POWER (FORKLIFT) -----	943	5.48	6.25	4.36- 6.36	-	-	-	14	14	-	25	18	7	-	64	91	4	14	10	133	18	3	2	-	-	9	319	102	96	
MANUFACTURING -----	394	4.86	4.85	4.12- 4.98	-	-	-	-	-	-	25	-	1	-	22	91	4	10	10	133	18	3	2	-	-	5	-	70	-	
NONMANUFACTURING -----	549	5.93	6.36	6.04- 6.36	-	-	-	14	14	-	18	6	-	-	42	-	-	4	-	-	-	-	-	-	-	4	319	32	96	
PUBLIC UTILITIES -----	100	7.04	7.10	7.10- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	96	
WAREHOUSEMEN -----	1,609	5.78	6.10	4.62- 7.1	-	-	-	6	21	15	90	6	46	21	63	31	53	49	34	50	39	61	110	-	-	19	129	27	739	
MANUFACTURING -----	455	4.55	4.67	3.70- 5.50	-	-	-	-	17	-	63	3	26	8	44	10	27	18	20	32	10	30	90	-	-	6	51	-	-	
NONMANUFACTURING -----	1,154	6.27	7.10	5.55- 7.10	-	-	-	6	4	15	27	3	20	13	19	21	26	31	14	18	29	31	20	-	-	13	78	27	739	
PUBLIC UTILITIES -----	784	7.01	7.10	7.10- 7.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51	27	706	
RETAIL TRADE -----	230	4.72	5.00	3.97- 5.39	-	-	-	6	4	15	11	2	3	12	5	5	11	10	14	16	27	31	20	-	-	11	27	-	-	

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments in Denver—Boulder, Colo., December 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	
ALL WORKERS																														
GUARDS AND WATCHMEN -----	314	\$ 4.70	\$ 5.12	\$ 4.21- 5.12	-	-	5	8	8	11	12	3	10	11	7	7	4	38	12	108	27	3	31	7	2	-	-	-	-	-
MANUFACTURING -----	201	5.13	5.12	5.12- 5.27	-	-	-	-	-	-	2	-	-	-	-	-	-	38	-	106	27	3	24	1	-	-	-	-	-	-
NONMANUFACTURING -----	113	3.95	3.80	3.08- 4.80	-	-	5	8	8	11	10	3	10	11	7	7	4	-	12	2	-	-	7	6	2	-	-	-	-	-
GUARDS: MANUFACTURING -----	199	5.14	5.12	5.12- 5.27	-	-	-	-	-	-	-	-	-	-	-	-	-	38	-	106	27	3	24	1	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS -----	861	4.24	4.58	3.63- 4.73	3	56	62	19	24	17	19	14	10	5	39	55	191	175	51	11	16	57	18	8	-	11	-	-	-	-
MANUFACTURING -----	339	4.80	4.71	4.41- 5.33	-	-	-	-	-	2	2	-	-	-	17	48	71	110	-	-	12	57	9	-	-	11	-	-	-	-
NONMANUFACTURING -----	522	3.87	4.46	2.67- 4.73	3	56	62	19	24	15	17	14	10	5	22	7	120	65	51	11	4	-	9	8	-	-	-	-	-	-
PUBLIC UTILITIES -----	109	5.00	4.95	4.73- 4.95	-	-	-	-	-	-	-	1	-	-	-	-	8	26	51	2	4	-	9	8	-	-	-	-	-	-
RETAIL TRADE -----	339	3.75	4.13	2.62- 4.58	-	48	35	18	12	10	9	7	8	3	22	7	112	39	-	9	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	408	4.76	4.80	3.76- 6.08	1	25	24	13	6	9	7	9	12	2	1	4	8	78	55	4	7	6	-	12	25	100	-	-	-	-
MANUFACTURING -----	297	4.70	4.90	3.10- 6.25	1	25	24	13	6	9	7	9	12	2	1	4	6	8	29	1	7	5	-	3	25	100	-	-	-	-
RETAIL TRADE -----	152	3.37	3.13	2.43- 4.42	1	25	24	13	6	9	7	9	12	2	1	4	6	8	25	-	-	-	-	-	-	-	-	-	-	-
ORDER FILLERS -----	877	5.60	6.25	4.86- 6.25	-	10	2	14	4	2	4	6	10	2	12	8	7	34	195	5	3	2	6	3	7	541	-	-	-	-
NONMANUFACTURING -----	625	5.91	6.25	6.25- 6.25	-	10	2	14	4	2	4	6	10	2	6	2	2	10	-	-	-	-	-	3	7	541	-	-	-	-
PACKERS, SHIPPING -----	77	4.35	4.96	3.81- 4.96	-	4	6	1	2	2	-	1	2	2	2	-	3	6	46	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS -----	88	4.58	4.95	3.46- 5.29	-	-	-	-	1	7	13	4	1	-	4	1	8	2	6	16	7	2	8	-	4	4	-	-	-	-
NONMANUFACTURING -----	72	4.40	4.57	3.37- 5.06	-	-	-	-	1	7	13	4	1	-	4	1	6	2	6	16	-	-	7	-	4	4	-	-	-	-
RETAIL TRADE -----	66	4.32	4.51	3.37- 5.06	-	-	-	-	1	6	12	4	1	-	4	1	6	2	6	16	-	-	7	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS -----	68	5.56	6.29	4.64- 6.29	-	-	-	-	3	3	2	-	1	-	1	4	3	2	-	-	-	-	-	6	2	41	-	-	-	-
NONMANUFACTURING -----	61	5.57	6.29	4.68- 6.29	-	-	-	-	3	3	2	-	1	-	-	3	3	2	-	-	-	-	-	1	2	41	-	-	-	-
RETAIL TRADE -----	56	5.59	6.29	4.64- 6.29	-	-	-	-	3	3	2	-	1	-	-	2	3	1	-	-	-	-	-	-	-	41	-	-	-	-
TRUCKDRIVERS -----	914	6.28	6.28	6.17- 6.75	-	-	-	-	2	1	-	-	-	-	-	-	-	5	12	41	6	6	31	77	91	382	260	-	-	-
MANUFACTURING -----	96	5.43	5.13	5.10- 6.23	-	-	-	-	1	-	-	-	-	-	-	-	-	5	12	41	5	-	4	2	-	21	5	-	-	-
NONMANUFACTURING -----	818	6.39	6.28	6.22- 6.75	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	6	27	75	91	361	255	-	-	-
TRUCKERS, POWER (FORKLIFT) -----	409	5.53	5.25	4.85- 6.29	-	-	-	-	-	-	-	1	-	1	41	3	1	6	133	18	3	2	6	3	36	85	70	-	-	-
MANUFACTURING -----	284	5.24	4.85	4.85- 5.83	-	-	-	-	-	-	-	1	-	1	41	3	1	6	133	18	3	2	2	3	-	-	70	-	-	-
NONMANUFACTURING -----	125	6.19	6.25	6.04- 6.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	36	85	-	-	-	-
WAREHOUSEMEN -----	457	5.32	5.35	4.67- 6.10	-	-	-	-	1	15	6	8	14	26	9	21	12	11	30	23	58	22	8	10	110	23	50	-	-	-
MANUFACTURING -----	174	4.93	5.24	3.82- 6.00	-	-	-	-	-	10	3	2	7	24	5	11	3	4	12	-	30	6	6	-	47	4	-	-	-	-
NONMANUFACTURING -----	283	5.56	5.90	4.98- 6.15	-	-	-	-	1	5	3	6	7	2	4	10	9	7	18	23	28	16	2	10	63	19	50	-	-	-
PUBLIC UTILITIES -----	105	6.43	6.47	6.10- 6.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51	4	50	-	-	-
RETAIL TRADE -----	164	5.12	5.19	4.67- 5.55	-	-	-	-	1	3	2	3	6	2	4	9	9	7	16	21	28	16	-	10	12	15	-	-	-	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Denver-Boulder, Colo., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	82	\$ 6.08	JANITORS, PORTERS, AND CLEANERS ---	2,339	\$ 3.26	TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	54	5.75	MANUFACTURING -----	432	4.27	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	966	\$ 6.56
ELECTRICIANS, MAINTENANCE -----	335	6.65	NONMANUFACTURING -----	1,907	3.03	NONMANUFACTURING -----	885	6.62
MANUFACTURING -----	280	6.53	PUBLIC UTILITIES -----	96	5.17	PUBLIC UTILITIES -----	485	6.76
NONMANUFACTURING -----	55	7.25	RETAIL TRADE -----	430	3.38			
ENGINEERS, STATIONARY -----	322	6.20	LABORERS, MATERIAL HANDLING -----	1,375	5.05	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	543	6.46
MANUFACTURING -----	178	6.44	MANUFACTURING -----	165	4.48	MANUFACTURING -----	439	6.48
NONMANUFACTURING -----	144	5.90	NONMANUFACTURING -----	1,210	5.13			
HELPERS, MAINTENANCE TRADES -----	117	5.23	RETAIL TRADE -----	130	3.14	TRUCKERS, POWER (FORKLIFT) -----	903	5.49
MANUFACTURING -----	104	5.32	ORDER FILLERS -----	1,670	4.95	MANUFACTURING -----	378	4.90
PUBLIC UTILITIES -----	91	5.54	MANUFACTURING -----	415	4.85	NONMANUFACTURING -----	525	5.91
			NONMANUFACTURING -----	1,255	4.98	PUBLIC UTILITIES -----	100	7.04
MACHINE-TOOL OPERATORS, TOOLROOM --	188	6.20	PACKERS, SHIPPING -----	376	5.14	WAREHOUSEMEN -----	1,567	5.83
MANUFACTURING -----	188	6.20	NONMANUFACTURING -----	304	5.28	MANUFACTURING -----	420	4.61
MACHINISTS, MAINTENANCE -----	287	6.10	RECEIVING CLERKS -----	271	4.21	NONMANUFACTURING -----	1,147	6.28
MANUFACTURING -----	241	6.04	MANUFACTURING -----	86	4.39	PUBLIC UTILITIES -----	783	7.01
			NONMANUFACTURING -----	185	4.12	RETAIL TRADE -----	226	4.72
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	725	7.13	RETAIL TRADE -----	98	3.89			
MANUFACTURING -----	127	6.66	SHIPPING CLERKS -----	210	4.83			
NONMANUFACTURING -----	598	7.23	MANUFACTURING -----	95	4.62	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
PUBLIC UTILITIES -----	485	7.42	NONMANUFACTURING -----	115	5.00			
MECHANICS, MAINTENANCE -----	667	6.15	SHIPPING AND RECEIVING CLERKS -----	162	4.76	JANITORS, PORTERS, AND CLEANERS ---	2,061	2.78
MANUFACTURING -----	615	6.14	MANUFACTURING -----	58	4.98	NONMANUFACTURING -----	2,003	2.75
NONMANUFACTURING -----	52	6.27	NONMANUFACTURING -----	104	4.63			
PUBLIC UTILITIES -----	25	6.59	RETAIL TRADE -----	56	5.33	LABORERS, MATERIAL HANDLING -----	59	5.13
PAINTERS, MAINTENANCE -----	57	6.07	TRUCKDRIVERS -----	3,898	5.88	NONMANUFACTURING -----	59	5.13
PIPEFITTERS, MAINTENANCE -----	150	6.06	MANUFACTURING -----	707	6.00			
TOOL AND DIE MAKERS -----	227	6.81	NONMANUFACTURING -----	3,191	5.85	ORDER FILLERS -----	295	3.55
MANUFACTURING -----	227	6.81	PUBLIC UTILITIES -----	1,680	6.82	NONMANUFACTURING -----	159	4.01
			RETAIL TRADE -----	655	5.27			
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	467	3.66	PACKERS, SHIPPING -----	114	3.56
GUARDS AND WATCHMEN -----	2,484	2.66	NONMANUFACTURING -----	419	3.51	NONMANUFACTURING -----	79	3.95
MANUFACTURING -----	249	4.97	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,821	5.96	TRUCKDRIVERS -----	120	3.83
NONMANUFACTURING -----	2,235	2.40	MANUFACTURING -----	101	4.80	NONMANUFACTURING -----	120	3.83
			NONMANUFACTURING -----	1,720	6.03	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	93	3.12
GUARDS: -----			PUBLIC UTILITIES -----	1,182	6.86	NONMANUFACTURING -----	93	3.12
MANUFACTURING -----	245	4.99	RETAIL TRADE -----	135	3.60			

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Denver—Boulder, Colo., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	66	\$ 6.26	JANITORS, PORTERS, AND CLEANERS ---	744	\$ 4.23
ELECTRICIANS, MAINTENANCE -----	306	6.71	MANUFACTURING -----	306	4.80
MANUFACTURING -----	258	6.58	NONMANUFACTURING -----	438	3.83
ENGINEERS, STATIONARY -----	249	6.10	PUBLIC UTILITIES -----	89	5.04
MANUFACTURING -----	149	6.27	RETAIL TRADE -----	279	3.72
NONMANUFACTURING -----	100	5.86	LABORERS, MATERIAL HANDLING -----	378	4.79
HELPERS, MAINTENANCE TRADES -----	91	5.46	NONMANUFACTURING -----	267	4.73
NONMANUFACTURING -----	88	5.48	RETAIL TRADE -----	123	3.12
PUBLIC UTILITIES -----	86	5.54	ORDER FILLERS -----	783	5.75
MACHINE-TOOL OPERATORS, TOOLROOM --	96	6.48	NONMANUFACTURING -----	543	6.14
MANUFACTURING -----	96	6.48	RECEIVING CLERKS -----	88	4.58
MACHINISTS, MAINTENANCE -----	232	6.14	NONMANUFACTURING -----	72	4.40
MANUFACTURING -----	191	6.06	RETAIL TRADE -----	66	4.32
MECHANICS, AUTOMOTIVE -----			SHIPPING AND RECEIVING CLERKS ----	62	5.49
(MAINTENANCE) -----	243	6.98	NONMANUFACTURING -----	55	5.50
NONMANUFACTURING -----	206	7.07	RETAIL TRADE -----	50	5.50
PUBLIC UTILITIES -----	153	6.83	TRUCKDRIVERS -----	887	6.28
MECHANICS, MAINTENANCE -----	443	6.38	MANUFACTURING -----	96	5.43
MANUFACTURING -----	420	6.38	NONMANUFACTURING -----	791	6.39
PAINTERS, MAINTENANCE -----	51	6.08	TRUCKERS, POWER (FORKLIFT) -----	397	5.58
TOOL AND DIE MAKERS -----	190	6.92	MANUFACTURING -----	272	5.29
MANUFACTURING -----	190	6.92	NONMANUFACTURING -----	125	6.19
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			WAREHOUSEMEN -----	440	5.36
GUARDS AND WATCHMEN -----	314	4.70	MANUFACTURING -----	160	5.02
MANUFACTURING -----	201	5.13	NONMANUFACTURING -----	280	5.56
NONMANUFACTURING -----	113	3.95	PUBLIC UTILITIES -----	104	6.43
GUARDS -----			RETAIL TRADE -----	164	5.12
MANUFACTURING -----	199	5.14	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
			JANITORS, PORTERS, AND CLEANERS ---	117	4.29
			NONMANUFACTURING -----	84	4.07
			ORDER FILLERS -----	94	4.39

NOTE: Earnings data in table A-6a relate to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Denver—Boulder, Colo., December 1975, for selected periods

Industry and occupational group	December 1972 to December 1973	December 1973 to December 1974	December 1974 to December 1975
All industries:			
Office clerical (men and women) -----	7.2	10.5	9.0
Electronic data processing (men and women) -----	*	11.0	6.6
Industrial nurses (men and women) -----	6.6	10.4	7.8
Skilled maintenance trades (men) -----	7.5	9.2	8.7
Unskilled plant workers (men) -----	7.6	10.9	8.6
Manufacturing:			
Office clerical (men and women) -----	6.7	11.2	9.2
Electronic data processing (men and women) -----	*	**	**
Industrial nurses (men and women) -----	6.0	12.2	5.8
Skilled maintenance trades (men) -----	6.5	9.3	8.9
Unskilled plant workers (men) -----	7.8	12.6	6.2
Nonmanufacturing:			
Office clerical (men and women) -----	7.4	10.3	8.8
Electronic data processing (men and women) -----	*	11.1	6.4
Industrial nurses (men and women) -----	8.2	**	**
Skilled maintenance trades (men) -----	**	**	**
Unskilled plant workers (men) -----	7.6	10.5	9.5

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit; mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—ocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishments and workers within scope of survey and number studied
in Denver—Boulder, Colo.,¹ December 1975

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
<u>All establishments</u>						
All divisions.....	-	1,075	198	232,315	100	126,614
Manufacturing.....	50	266	56	75,503	33	46,523
Nonmanufacturing.....	-	809	142	156,812	67	80,091
Transportation, communication, and other public utilities ⁵	50	79	25	35,017	15	29,086
Wholesale trade ⁶	50	150	23	18,123	8	4,718
Retail trade.....	50	259	37	52,867	23	29,688
Finance, insurance, and real estate ⁶	50	140	21	24,626	10	8,133
Services ^{6,7}	50	181	36	26,179	11	8,466
<u>Large establishments</u>						
All divisions.....	-	62	57	107,559	100	102,866
Manufacturing.....	500	22	18	43,214	40	39,122
Nonmanufacturing.....	-	40	39	64,345	60	63,744
Transportation, communication, and other public utilities ⁵	500	12	12	26,707	24	26,707
Wholesale trade ⁶	500	3	3	1,894	2	1,894
Retail trade.....	500	14	13	26,775	25	26,174
Finance, insurance, and real estate ⁶	500	5	5	4,990	5	4,990
Services ^{6,7}	500	6	6	3,979	4	3,979

¹ The Denver-Boulder Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Adams, Arapahoe, Boulder, Denver, Douglas, Gilpin, and Jefferson Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE,

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class-B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade. In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MEGHANIG, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR GLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of item in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
Alexandria, La.	Lynchburg, Va.
Alpena, Standish, and Tawas City, Mich.	Macon, Ga.
Ann Arbor, Mich.	Madison, Wis.
Asheville, N.C.	Mansfield, Ohio
Atlantic City, N.J.	Marquette, Escanaba, Sault Ste. Marie, Mich.
Augusta, Ga.-S.C.	McAllen-Pharr-Edinburg and Brownsville-
Bakersfield, Calif.	Harlingen-San Benito, Tex.
Baton Rouge, La.	Medford-Klamath Falls-Grants Pass, Oreg.
Battle Creek, Mich.	Meridian, Miss.
Beaumont-Port Arthur-Orange, Tex.	Middlesex, Monmouth, and Ocean Cos., N.J.
Biloxi-Gulfport and Pascagoula, Miss.	Mobile and Pensacola, Ala.-Fla.
Boise City, Idaho	Montgomery, Ala.
Bremerton, Wash.	Nashville-Davidson, Tenn.
Bridgeport, Norwalk, and Stamford, Conn.	New Bern-Jacksonville, N.C.
Brunswick, Ga.	New London-Norwich, Conn.-R.I.
Burlington, Vt.-N.Y.	North Dakota, State of
Cape Cod, Mass.	Orlando, Fla.
Cedar Rapids, Iowa	Oxnard-Simi Valley-Ventura, Calif.
Champaign-Urbana-Rantoul, Ill.	Panama City, Fla.
Charleston, S.C.	Parkersburg-Marietta, W. Va.-Ohio
Charlotte-Gastonia, N.C.	Peoria, Ill.
Cheyenne, Wyo.	Phoenix, Ariz.
Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
Colorado Springs, Colo.	Pocatello-Idaho Falls, Idaho
Columbia, S.C.	Portsmouth, N.H.-Maine-Mass.
Columbus, Ga.-Ala.	Pueblo, Colo.
Columbus, Miss.	Puerto Rico
Crane, Ind.	Reno, Nev.
Decatur, Ill.	Richland-Kennewick-Walla Walla-
Des Moines, Iowa	Pendleton, Wash.-Oreg.
Dothan, Ala.	Riverside-San Bernardino-Ontario, Calif.
Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
Fitchburg-Leominster, Mass.	Savannah, Ga.
Fort Smith, Ark.-Okla.	Selma, Ala.
Fort Wayne, Ind.	Sherman-Denison, Tex.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-	Shreveport, La.
Martinsburg, W. Va.	Sioux Falls, S. Dak.
Gadsden and Anniston, Ala.	Spokane, Wash.
Goldsboro, N.C.	Springfield, Ill.
Grand Island-Hastings, Nebr.	Springfield-Chicopee-Holyoke, Mass.-Conn.
Great Falls, Mont.	Stockton, Calif.
Guam, Territory of	Tacoma, Wash.
Harrisburg-Lebanon, Pa.	Tampa-St. Petersburg, Fla.
Huntington-Ashland, W. Va.-Ky.-Ohio	Topeka, Kans.
Knoxville, Tenn.	Tucson, Ariz.
La Crosse, Wis.	Tulsa, Okla.
Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
Las Vegas, Nev.	Waco and Killeen-Temple, Tex.
Lawton, Okla.	Waterloo-Cedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ^o	Area	Bulletin number and price*
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Carden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1974	Suppl. Free	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News- Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1975	1850-82, 75 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach- Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1975	1850-81, 45 cents	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

^o Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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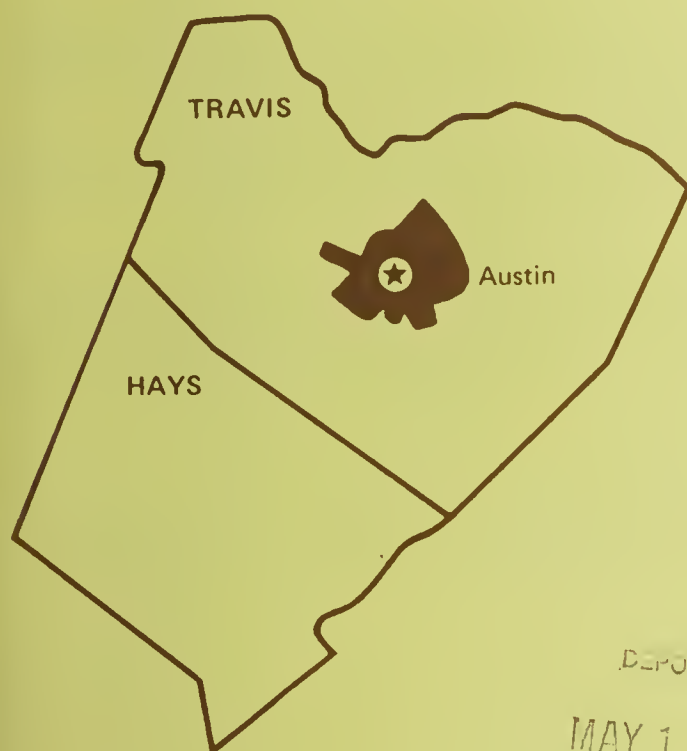


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A WAGE SURVEY

Austin, Texas, Metropolitan Area December 1975

Bulletin 1850-83



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Preface

This bulletin provides results of a December 1975 survey of occupational earnings and supplementary wage benefits in the Austin, Texas, Standard Metropolitan Statistical Area (Hays and Travis Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Austin survey was conducted by the Bureau's regional office in Dallas, Texas, under the general direction of Boyd B. O'Neal, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings and supplementary wage provisions in the Austin area is also available for the metalworking industries.

AREA WAGE SURVEY

Bulletin 1850-83
April 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Austin, Texas, Metropolitan Area, December 1975

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BLS Regional Offices listed on back cover. Price 75 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Austin, Tex., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																										
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270 and over						
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	over						
ALL WORKERS																																
BOOKKEEPING-MACHINE OPERATORS, CLASS 8 -----	23	39.5	\$ 112.00	\$ 114.00	\$ 99.00-124.00	-	-	8	3	2	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	15	39.5	109.00	106.00	99.00-117.50	-	-	7	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, ACCOUNTING, CLASS A -----	100	39.0	153.00	150.00	133.00-172.00	-	-	-	3	9	12	8	17	18	5	5	10	8	5	-	-	-	-	-	-	-	-					
MANUFACTURING -----	31	39.0	147.50	150.00	122.00-172.00	-	-	-	-	6	6	1	2	6	1	5	-	3	1	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	69	39.0	155.50	154.00	138.50-181.50	-	-	-	3	3	6	7	15	12	4	-	10	5	4	-	-	-	-	-	-	-	-					
CLERKS, ACCOUNTING, CLASS B -----	181	39.5	113.50	114.00	98.00-128.00	-	11	36	36	37	16	29	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	50	40.0	111.50	109.00	101.00-120.00	-	-	11	14	11	4	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	131	39.0	114.50	115.00	98.00-132.50	-	11	25	22	26	12	21	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, FILE, CLASS A -----	16	39.5	137.00	138.50	124.00-143.50	-	-	-	-	1	4	5	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, FILE, CLASS B -----	30	39.5	109.00	105.00	98.00-119.00	-	-	8	10	7	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	27	39.5	108.50	105.00	96.50-119.00	-	-	8	9	5	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, FILE, CLASS C -----	154	39.0	105.00	104.00	93.50-117.50	-	24	42	24	40	22	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	147	39.0	105.50	109.00	93.50-118.50	-	24	39	20	40	22	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
CLERKS, PAYROLL -----	22	39.5	128.00	124.00	112.00-145.50	-	-	-	4	5	4	1	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-					
KEYPUNCH OPERATORS, CLASS A -----	82	40.0	150.50	144.00	130.50-168.00	-	-	-	-	2	18	14	17	5	7	7	3	9	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	61	39.5	153.50	146.00	136.00-176.00	-	-	-	-	1	10	9	16	5	4	5	2	9	-	-	-	-	-	-	-	-	-					
KEYPUNCH OPERATORS, CLASS B -----	143	39.5	117.00	118.00	107.00-128.00	-	2	13	26	35	37	24	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	28	39.5	115.00	112.50	110.00-120.00	-	-	-	6	14	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	115	39.5	118.00	120.00	105.00-129.50	-	2	13	20	21	30	23	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-					
MESSENGERS -----	30	39.0	106.00	104.00	97.50-115.50	-	6	2	14	2	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	25	39.0	106.50	105.50	96.00-118.50	-	6	2	9	2	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
SECRETARIES -----	502	39.5	158.50	150.50	130.50-180.00	-	-	-	27	37	53	72	59	34	68	25	32	17	18	17	14	9	5	8	5	2						
MANUFACTURING -----	129	39.5	167.00	152.00	138.00-198.00	-	-	-	5	5	9	17	26	8	15	1	5	7	6	9	2	3	1	6	3	1						
NONMANUFACTURING -----	373	39.5	156.00	150.00	128.50-176.50	-	-	-	22	32	44	55	33	26	53	24	27	10	12	8	12	6	4	2	2	1						
PUBLIC UTILITIES -----	38	40.0	182.50	195.50	148.00-225.00	-	-	-	2	4	3	-	3	1	5	-	1	-	3	4	8	1	1	1	-	1						
SECRETARIES, CLASS A -----	34	39.5	192.00	174.00	161.00-220.50	-	-	-	-	-	-	-	-	4	8	7	2	2	-	-	4	1	2	1	3	-						
NONMANUFACTURING -----	28	39.5	187.50	173.00	161.00-220.00	-	-	-	-	-	-	-	-	3	7	7	2	1	-	-	4	-	2	-	2	-						
SECRETARIES, CLASS B -----	120	39.5	176.00	165.50	149.50-208.50	-	-	-	-	6	6	11	11	14	17	5	11	2	10	10	1	7	2	4	1	2						
MANUFACTURING -----	37	39.5	186.50	168.00	152.00-217.00	-	-	-	-	1	1	4	2	4	8	-	-	2	7	1	2	1	2	1	1	1						
NONMANUFACTURING -----	83	39.5	171.50	162.00	146.00-190.00	-	-	-	-	5	5	7	9	10	9	5	11	2	8	3	-	5	1	2	-	1						
SECRETARIES, CLASS C -----	167	39.5	167.00	163.50	143.00-190.50	-	-	-	5	9	9	16	23	12	28	9	13	13	8	7	9	1	1	3	1	-						
MANUFACTURING -----	51	39.5	170.50	146.00	144.00-196.50	-	-	-	-	2	7	17	2	-	1	5	6	4	2	1	-	-	-	3	1	-						
NONMANUFACTURING -----	116	39.5	165.00	164.00	138.00-190.00	-	-	-	5	9	7	9	6	10	28	8	8	7	4	5	8	1	1	-	-	-						
PUBLIC UTILITIES -----	28	40.0	186.50	201.50	161.50-225.00	-	-	-	-	4	-	-	3	-	5	-	1	-	2	4	8	1	-	-	-	-						
SECRETARIES, CLASS D -----	181	39.5	133.50	130.50	120.00-144.00	-	-	-	22	22	38	45	25	4	15	4	0	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	35	39.5	134.00	132.00	120.00-150.00	-	-	-	5	4	6	6	7	1	6	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	146	39.5	133.00	130.50	120.00-143.50	-	-	-	17	18	32	39	18	3	9	4	6	-	-	-	-	-	-	-	-	-	-					

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Austin, Tex., December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings (standard)			Number of workers receiving straight-time weekly earnings of--																										
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 270 and over					
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	over						
ALL WORKERS-- CONTINUEO																																
STENOGRAPHERS, GENERAL -----	44	39.5	\$ 132.50	\$ 127.50	\$ 121.00-132.50	-	-	-	-	9	14	11	2	5	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	37	39.5	133.00	132.50	121.00-132.50	-	-	-	-	8	10	10	1	5	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATORS -----	80	39.5	107.00	98.00	85.50-117.00	5	19	19	5	15	4	2	2	6	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	71	39.5	101.50	98.00	84.00-114.00	5	19	18	5	15	3	1	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	73	39.5	117.50	110.00	108.00-125.50	-	-	6	19	20	14	9	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	17	39.5	130.50	134.50	108.00-139.00	-	-	3	3	-	1	7	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	22	39.5	121.50	117.50	115.00-133.00	-	1	-	1	9	3	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	21	39.5	123.50	120.00	115.00-134.00	-	-	-	1	9	3	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TYPISTS, CLASS A -----	49	38.5	122.50	116.50	110.50-136.50	-	-	6	5	16	5	6	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	38	38.5	122.50	117.50	108.50-144.00	-	-	6	4	10	4	3	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TYPISTS, CLASS B -----	103	39.0	105.00	100.00	94.00-118.50	-	12	34	16	25	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	83	38.5	105.50	100.00	93.00-118.50	-	11	29	9	19	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Austin, Tex., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Austin, Tex., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
MESSENGERS -----	20	39.0	\$ 112.00	SECRETARIES -----	502	39.5	\$ 158.50	TYPISTS, CLASS A -----	49	38.5	\$ 122.50
				MANUFACTURING -----	129	39.5	167.00	NONMANUFACTURING -----	38	38.5	122.50
				NONMANUFACTURING -----	373	39.5	156.00				
OFFICE OCCUPATIONS - WOMEN				PUBLIC UTILITIES -----	38	40.0	182.50	TYPISTS, CLASS B -----	101	39.0	105.50
								NONMANUFACTURING -----	81	38.5	106.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	21	39.0	112.50	SECRETARIES, CLASS A -----	34	39.5	192.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
				NONMANUFACTURING -----	28	39.5	187.50				
CLERKS, ACCOUNTING, CLASS A -----	88	39.0	150.50	SECRETARIES, CLASS B -----	120	39.5	176.00	COMPUTER OPERATORS, CLASS B -----	64	39.5	164.50
MANUFACTURING -----	22	39.0	139.00	MANUFACTURING -----	37	39.5	186.50	MANUFACTURING -----	25	40.0	171.50
NONMANUFACTURING -----	66	39.0	154.50	NONMANUFACTURING -----	83	39.5	171.50	NONMANUFACTURING -----	39	39.5	159.50
CLERKS, ACCOUNTING, CLASS B -----	163	39.5	111.50	SECRETARIES, CLASS C -----	167	39.5	167.00	COMPUTER OPERATORS, CLASS C -----	31	40.0	144.50
MANUFACTURING -----	47	39.5	110.50	MANUFACTURING -----	51	39.5	170.50				
NONMANUFACTURING -----	116	39.0	112.00	NONMANUFACTURING -----	116	39.5	165.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	78	39.5	240.00
CLERKS, FILE, CLASS A -----	16	39.5	137.00	PUBLIC UTILITIES -----	28	40.0	186.50	NONMANUFACTURING -----	27	39.0	230.00
CLERKS, FILE, CLASS B -----	30	39.5	109.00	SECRETARIES, CLASS D -----	181	39.5	133.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	26	40.0	368.50
NONMANUFACTURING -----	27	39.5	108.50	MANUFACTURING -----	35	39.5	134.00				
CLERKS, FILE, CLASS C -----	154	39.0	105.00	NONMANUFACTURING -----	146	39.5	133.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	21	40.0	288.00
NONMANUFACTURING -----	147	39.0	105.50	STENOGRAPHERS, GENERAL -----	44	39.5	132.50				
CLERKS, PAYROLL -----	22	39.5	128.00	NONMANUFACTURING -----	37	39.5	133.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	54	40.0	220.50
KEYPUNCH OPERATORS, CLASS A -----	80	40.0	150.50	SWITCHBOARD OPERATORS -----	80	39.5	107.00	MANUFACTURING -----	31	40.0	220.00
NONMANUFACTURING -----	60	39.5	153.50	NONMANUFACTURING -----	71	39.5	101.50				
KEYPUNCH OPERATORS, CLASS B -----	138	39.5	117.50	SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	73	39.5	117.50	DRAFTERS, CLASS A -----	46	40.0	186.00
MANUFACTURING -----	23	40.0	115.50	NONMANUFACTURING -----	17	39.5	130.50	MANUFACTURING -----	33	40.0	186.50
NONMANUFACTURING -----	115	39.5	118.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	56	39.5	113.50				
				NONMANUFACTURING -----	22	39.5	121.50	DRAFTERS, CLASS B -----	27	40.0	161.00
					21	39.5	123.50	ELECTRONICS TECHNICIANS: NONMANUFACTURING: PUBLIC UTILITIES -----	38	40.0	150.00

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Austin, Tex., December 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00	7.20	7.40	7.60	and under	and over	
ALL WORKERS																														
ELECTRICIANS, MAINTENANCE -----	19	\$ 5.67	\$ 5.00	\$ 4.76- 7.01	-	1	1	-	1	1	-	1	1	5	-	-	-	-	-	1	-	-	-	-	3	-	3	1		
MANUFACTURING -----	19	5.67	5.00	4.76- 7.01	-	1	1	-	1	1	-	1	1	5	-	-	-	-	-	1	-	-	-	-	3	-	3	1		
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	71	4.62	4.46	4.10- 4.68	6	-	3	1	14	6	9	15	3	-	5	-	1	-	-	-	-	-	8	-	-	-	-	-		
MANUFACTURING -----	26	4.05	4.02	3.75- 4.46	6	-	3	1	4	3	7	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	45	4.94	4.68	4.36- 5.27	-	-	-	-	10	3	2	15	3	-	3	-	1	-	-	-	-	-	8	-	-	-	-	-		
PUBLIC UTILITIES -----	37	5.09	4.68	4.68- 5.27	-	-	-	-	3	3	2	15	3	-	3	-	-	-	-	-	-	-	8	-	-	-	-	-		

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Austin, Tex., December 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.10	\$ 2.20	\$ 2.30	\$ 2.40	\$ 2.50	\$ 2.60	\$ 2.70	\$ 2.80	\$ 2.90	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40			
					2.10	2.20	2.30	2.40	2.50	2.60	2.70	2.80	2.90	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	over			
ALL WORKERS																														
GUARDS AND WATCHMEN -----	127	\$ 2.48	\$ 2.20	\$ 2.10- 2.76	-	58	13	15	3	1	2	4	5	1	6	11	3	1	-	1	1	-	-	1	1	-	-	-		
MANUFACTURING -----	26	3.20	3.06	2.81- 3.26	-	1	-	-	-	1	2	2	5	1	6	3	-	1	-	1	1	-	-	1	1	-	-	-		
NONMANUFACTURING -----	101	2.30	2.10	2.10- 2.30	-	57	13	15	3	-	-	2	-	-	-	8	3	-	-	-	-	-	-	-	-	-	-	-		
JANITORS, PORTERS, AND CLEANERS ---	369	2.40	2.10	2.10- 2.56	18	182	14	9	17	37	18	6	15	9	20	13	8	-	-	-	-	-	-	-	-	-	3	-		
MANUFACTURING -----	54	2.70	2.50	2.45- 2.70	-	-	6	5	11	10	8	3	2	1	5	-	-	-	-	-	-	-	-	-	-	3	-	-		
NONMANUFACTURING -----	315	2.35	2.10	2.10- 2.50	18	182	8	4	6	27	10	3	13	8	15	13	8	-	-	-	-	-	-	-	-	-	-	-		
LABORERS, MATERIAL HANDLING -----	169	2.69	2.50	2.40- 2.92	-	3	12	27	20	34	10	16	2	11	5	9	2	16	-	2	-	-	-	-	-	-	-	-		
ORDER FILLERS -----	47	3.30	3.00	2.90- 3.91	-	-	-	1	1	3	4	-	1	11	13	1	-	-	-	-	-	12	-	-	-	-	-	-		
PACKERS, SHIPPING -----	51	2.68	2.57	2.40- 2.83	-	-	2	4	18	2	8	4	-	3	4	2	-	2	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	45	2.70	2.57	2.40- 2.90	-	-	-	4	18	1	7	3	-	2	4	2	-	2	2	-	-	-	-	-	-	-	-	-		
RECEIVING CLERKS -----	41	3.43	3.45	2.65- 3.55	-	-	-	-	-	-	11	-	-	1	2	3	14	3	-	-	-	-	6	-	-	-	1	-		
SHIPPING AND RECEIVING CLERKS -----	31	3.32	3.35	3.10- 3.48	-	-	-	-	-	-	2	-	2	3	3	8	7	4	-	2	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	17	3.32	3.26	2.90- 3.74	-	-	-	-	-	-	2	-	2	3	-	2	2	4	-	2	-	-	-	-	-	-	-	-		
TRUCKDRIVERS -----	489	3.94	3.55	2.72- 4.32	-	-	11	15	2	82	8	20	17	12	43	30	8	16	7	3	118	-	-	2	-	1	*94	-		
MANUFACTURING -----	189	3.37	3.32	2.50- 4.22	-	-	3	3	-	46	8	4	5	-	18	12	4	16	4	-	66	-	-	-	-	-	-	-		
NONMANUFACTURING -----	300	4.30	4.06	2.80- 6.63	-	-	8	12	2	36	-	16	12	12	25	18	4	-	3	3	52	-	-	2	-	1	94	-		
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TDNS) -----	101	2.62	2.50	2.50- 2.75	-	-	8	12	2	41	2	13	8	2	9	2	-	-	2	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	82	2.57	2.50	2.40- 2.75	-	-	8	12	2	32	-	13	8	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-		
TRUCKDRIVERS, MEDIUM (1-1/2 TD AND INCLUDING 4 TDNS) -----	182	4.59	4.32	3.25- 6.63	-	-	3	-	-	9	-	4	4	10	12	16	4	-	5	3	51	-	-	2	-	1	58	-		
NONMANUFACTURING -----	171	4.71	4.32	3.25- 6.63	-	-	-	-	-	4	-	3	4	10	12	16	4	-	3	3	51	-	-	2	-	1	58	-		
TRUCKDRIVERS, HEAVY (OVER 4 TDNS, TRAILER TYPE) -----	128	4.10	3.07	2.50- 6.63	-	-	-	3	-	32	5	-	5	-	20	2	3	-	-	-	22	-	-	-	-	-	36	-		
MANUFACTURING -----	81	3.09	2.85	2.50- 4.24	-	-	-	3	-	32	5	-	5	-	10	2	3	-	-	-	21	-	-	-	-	-	-	-		
TRUCKERS, POWER (FORKLIFT) -----	38	3.24	3.05	2.78- 3.55	-	-	-	2	2	3	1	2	2	2	10	-	5	-	1	1	7	-	-	-	-	-	-	-		
MANUFACTURING -----	20	3.06	2.88	2.56- 3.55	-	-	-	2	2	3	1	2	-	-	2	-	5	-	1	1	1	-	-	-	-	-	-	-		
WAREHOUSEMEN -----	62	3.02	2.95	2.66- 3.07	-	-	-	6	2	6	2	6	6	9	12	4	-	2	1	1	-	3	1	-	1	-	-	-		

* Workers were at \$6.20 to \$6.40

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Austin, Tex., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
ELECTRICIANS, MAINTENANCE -----	19	\$ 5.67	TRUCKDRIVERS -----	489	\$ 3.94
MANUFACTURING -----	19	5.67	MANUFACTURING -----	189	3.37
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	71	4.62	NONMANUFACTURING -----	300	4.30
MANUFACTURING -----	26	4.05	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	101	2.62
NONMANUFACTURING -----	45	4.94	NONMANUFACTURING -----	82	2.57
PUBLIC UTILITIES -----	37	5.09	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	182	4.59
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			NONMANUFACTURING -----	171	4.71
GUARDS AND WATCHMEN -----	126	2.49	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	128	4.10
MANUFACTURING -----	26	3.20	MANUFACTURING -----	81	3.09
NONMANUFACTURING -----	100	2.30	TRUCKERS, POWER (FORKLIFT) -----	38	3.24
JANITORS, PORTERS, AND CLEANERS ---	278	2.47	MANUFACTURING -----	20	3.06
MANUFACTURING -----	46	2.73	WAREHOUSEMEN -----	62	3.02
NONMANUFACTURING -----	232	2.42	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
LABORERS, MATERIAL HANDLING -----	167	2.69	JANITORS, PORTERS, AND CLEANERS ---	91	2.19
RECEIVING CLERKS -----	40	3.43	NONMANUFACTURING -----	83	2.15
SHIPPING AND RECEIVING CLERKS -----	29	3.36			
NONMANUFACTURING -----	15	3.41			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Austin, Tex., for selected periods

Industry and occupational group	December 1972 to December 1973	December 1973 to December 1974	December 1974 to December 1975
All industries:			
Office clerical (men and women)	7.4	10.3	8.8
Electronic data processing (men and women)	*	7.1	7.6
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	6.5	12.5	8.0
Manufacturing:			
Office clerical (men and women)	**	**	**
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	9.1	7.6	7.8
Nonmanufacturing:			
Office clerical (men and women)	**	**	8.7
Electronic data processing (men and women)	*	**	**
Industrial nurses (men and women)	**	**	**
Skilled maintenance trades (men)	**	**	**
Unskilled plant workers (men)	**	**	**

* Data not available

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," Monthly Labor Review, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Austin, Tex., December 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵					
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40		All schedules	40	All schedules	40	37½
ESTABLISHMENTS STUDIED -----	93	23	xxx	70	xxx	93	23	xxx	70	xxx	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	21	6	5	15	11	38	11	10	27	21	3
\$82.50 AND UNDER \$85.00 -----	2	2	2	-	-	4	2	2	2	2	-
\$85.00 AND UNDER \$87.50 -----	2	1	-	1	-	3	-	-	3	1	1
\$87.50 AND UNDER \$90.00 -----	1	-	-	1	-	5	2	2	3	2	-
\$90.00 AND UNDER \$92.50 -----	7	-	-	7	7	12	2	1	10	9	1
\$92.50 AND UNDER \$95.00 -----	1	-	-	1	-	1	-	-	1	-	1
\$95.00 AND UNDER \$97.50 -----	2	-	-	2	2	-	-	-	-	-	-
\$97.50 AND UNDER \$100.00 -----	-	-	-	-	-	1	-	-	1	1	-
\$100.00 AND UNDER \$105.00 -----	1	1	1	-	-	6	3	3	3	3	-
\$105.00 AND UNDER \$110.00 -----	1	1	1	-	-	1	1	1	-	-	-
\$110.00 AND UNDER \$115.00 -----	-	-	-	-	-	2	-	-	2	1	-
\$115.00 AND UNDER \$120.00 -----	1	-	-	1	-	-	-	-	-	-	-
\$120.00 AND UNDER \$125.00 -----	1	-	-	1	1	1	-	-	1	1	-
\$125.00 AND UNDER \$130.00 -----	2	1	1	1	1	2	1	1	1	1	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	6	3	xxx	3	xxx	25	7	xxx	18	xxx	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	66	14	xxx	52	xxx	30	5	xxx	25	xxx	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Austin, Tex., December 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	71.7	44.8	11.6	3.5
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	17.4	-	3.8	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	54.3	44.8	7.8	3.5
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	38.1	28.6	6.8	3.2
UNIFORM PERCENTAGE DIFFERENTIAL -----	14.3	14.3	.2	.2
OTHER DIFFERENTIAL -----	1.9	1.9	.7	.1
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	19.8	25.1	18.0	28.1
UNIFORM PERCENTAGE DIFFERENTIAL -----	10.0	12.5	10.0	12.5
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
10 CENTS -----	.5	-	-	-
15 CENTS -----	9.7	4.6	2.7	-
20 CENTS -----	18.9	8.4	4.1	1.2
25 CENTS -----	9.0	6.2	-	-
30 CENTS -----	-	5.2	-	1.3
40 CENTS -----	-	4.4	-	.6
UNIFORM PERCENTAGE:				
10 PERCENT -----	14.3	-	.2	-
12 AND UNDER 13 PERCENT -----	-	14.3	-	.2

See footnote at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Austin, Tex., December 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
25 HOURS-5 DAYS -----	(9)	-	(9)	-	-	-	-	-
27 1/2 HOURS-5 DAYS -----	(9)	-	1	-	-	-	-	-
28 HOURS-5 DAYS -----	(9)	-	(9)	-	-	-	-	-
32 1/2 HOURS-5 DAYS -----	1	-	2	-	-	-	-	-
35 HOURS -----	5	5	5	-	-	-	-	-
5 DAYS -----	4	5	3	-	-	-	-	-
6 DAYS -----	2	-	3	-	-	-	-	-
37 1/2 HOURS-5 DAYS -----	1	4	-	-	10	7	11	-
38 HOURS-5 DAYS -----	2	-	3	-	2	-	2	-
38 3/4 HOURS-5 DAYS -----	-	-	-	-	10	-	12	-
38 8/10 HOURS-5 DAYS -----	-	-	-	-	5	-	7	-
40 HOURS -----	74	90	71	79	73	93	68	100
4 DAYS -----	2	1	2	-	(9)	(9)	(9)	-
5 DAYS -----	69	79	64	79	72	93	68	100
6 DAYS -----	3	-	5	-	-	-	-	-
41 HOURS-5 DAYS -----	1	-	1	6	-	-	-	-
42 HOURS-6 DAYS -----	1	4	-	-	-	-	-	-
42 1/2 HOURS-5 DAYS -----	(9)	-	1	-	(9)	-	(9)	-
43 HOURS-5 DAYS -----	-	-	-	-	(9)	-	(9)	-
44 HOURS -----	4	5	4	6	-	-	-	-
5 DAYS -----	2	5	1	6	-	-	-	-
5 1/2 DAYS -----	2	-	3	-	-	-	-	-
45 HOURS-5 DAYS -----	3	1	5	8	-	-	-	-
46 HOURS-6 DAYS -----	3	-	5	-	-	-	-	-
48 HOURS -----	1	-	2	-	-	-	-	-
5 DAYS -----	(9)	-	(9)	-	-	-	-	-
6 DAYS -----	1	-	1	-	-	-	-	-
50 HOURS-5 DAYS -----	(9)	1	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	40.2	40.1	40.2	40.7	39.5	39.8	39.5	40.0

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Austin, Tex., December 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	22	5	31	6	(9)	-	(9)	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	78	95	69	94	99	100	99	100
AVERAGE NUMBER OF PAID HOLIDAYS FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	6.7	7.4	6.2	8.6	8.1	8.3	8.1	9.4
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
1 HOLIDAY -----	-	-	-	-	(9)	-	(9)	-
2 HOLIDAYS -----	3	4	3	-	(9)	1	(9)	-
4 HOLIDAYS -----	2	-	3	6	1	-	1	-
5 HOLIDAYS -----	25	12	32	13	13	14	12	9
PLUS 1 HALF DAY -----	1	3	(9)	-	(9)	2	(9)	-
6 HOLIDAYS -----	10	20	5	-	9	6	9	(9)
7 HOLIDAYS -----	7	6	7	-	8	1	9	-
PLUS 1 HALF DAY -----	3	9	-	-	1	4	-	-
8 HOLIDAYS -----	11	19	6	8	11	33	6	3
PLUS 1 HALF DAY -----	-	-	-	-	14	-	16	-
9 HOLIDAYS -----	3	2	3	12	25	8	28	7
10 HOLIDAYS -----	8	7	8	54	9	7	9	80
PLUS 1 HALF DAY -----	-	-	-	-	5	-	6	-
PLUS 2 HALF DAYS -----	-	-	-	-	(9)	-	(9)	-
11 HOLIDAYS -----	5	14	(9)	-	5	25	1	-
12 HOLIDAYS -----	-	-	-	-	1	-	1	-
14 HOLIDAYS -----	(9)	-	(9)	-	(9)	-	1	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
2 DAYS OR MORE -----	78	95	69	94	99	100	99	100
4 DAYS OR MORE -----	74	91	65	94	99	99	99	100
5 DAYS OR MORE -----	72	91	62	87	99	99	99	100
5 1/2 DAYS OR MORE -----	48	80	31	74	86	85	86	91
6 DAYS OR MORE -----	46	77	31	74	86	83	86	91
7 DAYS OR MORE -----	36	57	26	74	77	77	77	91
7 1/2 DAYS OR MORE -----	30	51	19	74	69	76	68	91
8 DAYS OR MORE -----	27	42	19	74	68	72	68	91
8 1/2 DAYS OR MORE -----	16	23	12	66	58	40	61	88
9 DAYS OR MORE -----	16	23	12	66	44	40	45	88
10 DAYS OR MORE -----	13	21	9	54	20	32	17	80
10 1/2 DAYS OR MORE -----	5	14	1	-	11	25	8	-
11 DAYS OR MORE -----	5	14	1	-	6	25	2	-
12 DAYS OR MORE -----	(9)	-	(9)	-	1	-	2	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Austin, Tex., December 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
<u>Percent of workers</u>								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	74	91	65	94	99	99	99	100
Washington's Birthday	7	4	8	54	38	3	45	80
Good Friday	10	26	2	12	12	31	8	7
Good Friday, half day	-	-	-	-	4	-	5	-
Easter Sunday	2	-	4	-	(⁹)	-	(⁹)	-
Memorial Day	33	62	17	74	73	78	72	91
Fourth of July	74	91	65	94	99	99	99	100
Labor Day	73	91	63	94	99	99	99	100
Columbus Day	-	-	-	-	25	-	30	-
Veterans Day	5	-	8	54	34	-	41	80
Thanksgiving Day	74	91	64	87	99	99	99	100
Day after Thanksgiving	15	24	11	71	34	21	37	90
Christmas Eve	8	10	7	20	7	12	6	11
Christmas Eve, half day	4	12	(⁹)	-	16	6	17	-
Christmas Day	78	95	69	94	99	100	99	100
Extra day during Christmas week	3	10	-	-	1	4	-	-
New Year's Eve	2	-	4	-	1	-	1	-
Floating holiday, 1 day ¹³	14	18	12	54	29	27	29	80
Floating holiday, 2 days ¹³	2	5	(⁹)	-	7	13	6	-
Floating holiday, 4 days ¹³	1	-	2	-	3	-	3	-
Floating holiday, 5 days ¹³	5	14	(⁹)	-	5	25	1	-
Employee's birthday	11	3	15	-	3	4	3	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Austin, Tex., December 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	4	-	0	-	-	-	-	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	96	100	94	100	100	100	100	100
LENGTH-OF-TIME PAYMENT -----	96	100	94	100	100	100	100	100
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	7	5	9	-	15	13	16	-
1 WEEK -----	22	19	24	67	36	44	35	85
OVER 1 AND UNDER 2 WEEKS -----	3	5	2	12	16	-	20	7
1 YEAR OF SERVICE:								
1 WEEK -----	51	57	63	18	13	32	10	5
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	31	34	30	78	85	66	89	94
OVER 2 AND UNDER 3 WEEKS -----	1	3	1	3	1	2	1	1
3 WEEKS -----	2	5	-	-	-	-	-	-
2 YEARS OF SERVICE:								
1 WEEK -----	24	24	24	8	2	8	1	3
OVER 1 AND UNDER 2 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
2 WEEKS -----	57	63	66	74	93	85	95	89
OVER 2 AND UNDER 3 WEEKS -----	2	3	2	12	1	2	1	7
3 WEEKS -----	2	5	1	-	3	6	2	-
3 YEARS OF SERVICE:								
1 WEEK -----	4	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	1	0	(9)	-	(9)	(9)
2 WEEKS -----	82	80	81	82	95	91	95	92
OVER 2 AND UNDER 3 WEEKS -----	3	3	3	12	2	2	2	7
3 WEEKS -----	2	5	1	-	3	6	2	-
4 YEARS OF SERVICE:								
1 WEEK -----	5	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
2 WEEKS -----	82	85	80	82	95	91	95	92
OVER 2 AND UNDER 3 WEEKS -----	3	3	3	12	2	2	2	7
3 WEEKS -----	2	5	1	-	3	6	2	-
5 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
2 WEEKS -----	67	68	72	82	64	43	68	92
OVER 2 AND UNDER 3 WEEKS -----	3	4	3	8	2	2	2	6
3 WEEKS -----	17	34	8	3	33	55	28	1
4 WEEKS -----	(9)	-	(9)	-	(9)	-	1	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Austin, Tex., December 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
10 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	36	28	40	19	24	11	26	8
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	9	2	11	-
3 WEEKS -----	44	46	42	77	59	58	59	91
OVER 3 AND UNDER 4 WEEKS -----	1	-	2	3	(9)	-	(9)	1
4 WEEKS -----	7	19	1	-	7	28	3	-
12 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	36	28	40	19	24	11	26	8
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	9	2	11	-
3 WEEKS -----	43	46	41	69	59	58	59	85
OVER 3 AND UNDER 4 WEEKS -----	1	-	2	12	1	-	1	7
4 WEEKS -----	7	19	2	-	7	28	3	-
15 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	36	28	32	13	21	11	23	7
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	(9)	2	-	-
3 WEEKS -----	41	36	44	67	53	38	56	82
OVER 3 AND UNDER 4 WEEKS -----	1	-	1	8	1	-	2	6
4 WEEKS -----	15	36	7	12	24	48	19	5
20 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	29	22	32	13	21	9	23	7
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	(9)	2	-	-
3 WEEKS -----	33	46	30	-	31	35	31	1
OVER 3 AND UNDER 4 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
4 WEEKS -----	18	12	20	77	42	26	45	90
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	3	(9)	-	(9)	1
5 WEEKS -----	7	19	(9)	-	5	28	1	-
25 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	29	22	32	13	21	9	23	7
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	(9)	2	-	-
3 WEEKS -----	28	40	22	-	31	35	31	1
OVER 3 AND UNDER 4 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
4 WEEKS -----	15	12	17	15	30	26	31	3
OVER 4 AND UNDER 5 WEEKS -----	1	-	2	12	2	-	2	7
5 WEEKS -----	13	19	10	54	15	28	13	80

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Austin, Tex., December 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
30 YEARS OF SERVICE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	29	22	32	13	21	9	23	7
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	(9)	2	-	-
3 WEEKS -----	28	40	22	-	31	35	31	1
OVER 3 AND UNDER 4 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
4 WEEKS -----	14	10	17	15	29	22	31	3
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	3	(9)	-	(9)	1
5 WEEKS -----	15	21	12	62	17	31	15	86
MAXIMUM VACATION AVAILABLE:								
1 WEEK -----	8	4	9	-	1	1	1	-
OVER 1 AND UNDER 2 WEEKS -----	-	-	-	-	(9)	-	(9)	-
2 WEEKS -----	29	22	32	13	21	9	23	7
OVER 2 AND UNDER 3 WEEKS -----	1	4	-	-	(9)	2	-	-
3 WEEKS -----	28	40	22	-	31	35	31	1
OVER 3 AND UNDER 4 WEEKS -----	1	-	1	6	(9)	-	(9)	(9)
4 WEEKS -----	12	10	13	15	29	22	31	3
OVER 4 AND UNDER 5 WEEKS -----	(9)	-	1	3	(9)	-	(9)	1
5 WEEKS -----	17	21	12	62	17	31	14	86
7 WEEKS -----	-	-	-	-	1	-	1	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Austin, Tex., December 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	94	100	91	100	99	100	99	100
LIFE INSURANCE -----	82	92	77	100	93	98	92	100
NONCONTRIBUTORY PLANS -----	47	51	45	87	59	70	56	95
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	60	64	58	81	69	63	70	92
NONCONTRIBUTORY PLANS -----	40	36	43	72	54	50	55	88
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	60	57	62	82	95	84	98	89
SICKNESS AND ACCIDENT INSURANCE -----	21	17	23	75	19	25	18	85
NONCONTRIBUTORY PLANS -----	15	13	17	69	18	25	16	85
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	38	44	34	13	71	81	69	5
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	14	6	18	54	26	25	27	80
LONG-TERM DISABILITY INSURANCE -----	18	24	15	21	38	51	35	10
NONCONTRIBUTORY PLANS -----	10	19	6	8	19	38	16	6
HOSPITALIZATION INSURANCE -----	87	100	81	100	97	100	97	100
NONCONTRIBUTORY PLANS -----	50	62	43	81	61	84	57	92
SURGICAL INSURANCE -----	87	100	81	100	97	100	97	100
NONCONTRIBUTORY PLANS -----	50	62	43	81	61	84	57	92
MEDICAL INSURANCE -----	87	100	81	100	97	100	97	100
NONCONTRIBUTORY PLANS -----	50	62	43	81	61	84	57	92
MAJOR MEDICAL INSURANCE -----	87	100	80	100	97	100	97	100
NONCONTRIBUTORY PLANS -----	49	62	43	81	61	84	57	92
DENTAL INSURANCE -----	12	16	9	-	8	26	4	-
NONCONTRIBUTORY PLANS -----	10	14	8	-	8	25	4	-
RETIREMENT PENSION -----	70	74	67	93	85	91	84	96
NONCONTRIBUTORY PLANS -----	51	66	44	72	71	78	70	91

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a sub-classification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change.

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; —Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Austin, Tex.,¹ December 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS -----	-	262	93	41,283	100	21,542	7,702	23,757
MANUFACTURING -----	50	52	23	12,227	30	7,419	1,265	9,259
NONMANUFACTURING -----	-	210	70	29,056	70	14,123	6,437	14,498
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	15	9	3,414	8	2,125	747	3,015
WHOLESALE TRADE -----	50	12	7	1,014	2	(⁶)	(⁶)	665
RETAIL TRADE -----	50	103	22	14,598	35	(⁶)	(⁶)	5,660
FINANCE, INSURANCE, AND REAL ESTATE -----	50	34	12	5,485	13	(⁷)	(⁶)	2,793
SERVICES ⁸ -----	50	46	20	4,541	11	(⁶)	(⁶)	2,165

¹ The Austin Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Hays and Travis Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Almost three-tenths of the workers within scope of the survey in the Austin area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry group	Specific industries
Machinery, except electrical ... 22	Office and computing machines ... 19
Electrical equipment and supplies ... 19	Communication equipment ... 10
Transportation equipment ... 9	Ship and boatbuilding and repairing ... 9
Furniture and fixtures ... 9	Household furniture ... 9
Printing and publishing ... 9	Electric test and distributing equipment ... 6
Food and kindred products ... 8	Newspapers ... 5
Stone, clay, and glass products ... 6	Jewelry, silverware, and plated ware ... 5
Miscellaneous manufacturing industries ... 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Austin, Texas, December 1975:

	Plant workers	Office workers
All industries	20	8
Manufacturing	27	-
Nonmanufacturing	16	9
Public utilities	73	80

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
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Clarksville-Hopkinsville, Tenn.-Ky.	Pine Bluff, Ark.
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Duluth-Superior, Minn.-Wis.	Salina, Kans.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
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Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
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Lawton, Okla.	Waterloo-Gedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ^a	Area	Bulletin number and price ^a
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
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Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
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Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
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Jansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
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Lexington-Fayette, Ky., Nov. 1974	Suppl. Free	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
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Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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A WAGE SURVEY

Lexington—Fayette, Kentucky, Metropolitan Area

November 1975

Bulletin 1850-84



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Preface

This bulletin provides results of a November 1975 survey of occupational earnings and supplementary wage benefits in the Lexington-Fayette, Kentucky, Standard Metropolitan Statistical Area (Bourbon, Clark, Fayette, Jessamine, Scott, and Woodford Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Lexington-Fayette survey was conducted by the Bureau's regional office in Atlanta, Ga., under the general direction of Jerry G. Adams, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

A current report on occupational earnings in the Lexington-Fayette area is available for the metalworking industry.

AREA WAGE SURVEY

Bulletin 1850-84
May 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Lexington—Fayette, Kentucky, Metropolitan Area, November 1975

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BLS Regional Offices listed on back cover. Price 75 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishment included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Lexington—Fayette, Ky., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300 and over							
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	over							
ALL WORKERS																																	
CLERKS, ACCOUNTING, CLASS A -----	74	39.5	\$ 162.00	\$ 162.00	\$ 140.50-186.50	-	-	-	-	2	6	9	12	3	10	12	9	7	2	-	-	2	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	23	40.0	161.50	162.00	145.00-172.50	-	-	-	-	1	2	1	3	-	6	7	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	51	39.5	162.50	160.00	140.00-187.50	-	-	-	-	1	4	8	9	3	4	5	8	6	1	-	-	2	-	-	-	-	-	-	-	-	-		
CLERKS, ACCOUNTING, CLASS B -----	183	39.0	119.50	116.00	95.50-136.00	-	34	17	23	26	18	21	22	7	10	1	2	1	-	-	-	-	1	-	-	-	-	-	-	-	-		
MANUFACTURING -----	37	40.0	128.50	125.00	112.00-135.00	-	-	3	3	9	6	7	5	-	-	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	146	39.0	117.00	112.50	92.00-136.00	-	34	14	20	17	12	14	17	7	10	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	15	40.0	159.00	156.00	144.50-164.00	-	-	-	-	-	1	-	6	1	6	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-		
CLERKS, FILE, CLASS C -----	52	39.5	96.50	91.00	84.00-96.00	-	17	25	2	6	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	42	39.0	94.50	91.00	87.00-93.00	-	16	22	2	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-		
CLERKS, PAYROLL -----	67	39.5	130.00	130.00	111.50-144.00	-	3	5	8	7	9	12	13	1	3	4	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	33	40.0	138.00	134.50	114.00-145.00	-	-	-	4	6	3	5	7	1	1	4	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	34	39.5	122.00	123.00	105.50-134.00	-	3	5	4	1	6	7	6	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TYPEWRITERS, CLASS A -----	53	39.5	160.00	150.00	137.00-194.00	-	-	-	-	4	7	6	7	7	4	4	-	3	2	3	5	1	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	35	40.0	174.00	161.00	151.00-207.00	-	-	-	-	2	1	3	1	7	4	3	-	3	2	3	5	1	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	18	38.5	133.50	131.00	121.00-146.00	-	-	-	-	2	6	3	6	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TYPEWRITERS, CLASS B -----	104	39.5	127.50	121.00	115.00-135.50	-	-	-	10	31	22	15	12	5	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	39	40.0	133.50	128.00	117.00-146.50	-	-	-	2	9	12	4	2	1	7	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	65	39.0	124.00	121.00	111.00-134.00	-	-	-	8	22	10	11	10	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	22	40.0	132.50	130.00	121.00-147.50	-	-	-	2	3	6	4	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SENGERS -----	19	39.0	109.00	108.50	107.00-120.50	-	2	1	7	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	16	39.0	108.50	108.00	105.50-121.00	-	2	1	7	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
OPERATIVES -----	323	39.5	168.50	156.00	137.00-195.50	-	-	1	12	19	26	28	43	37	29	15	23	13	13	15	20	7	8	8	5	1	-	-	-	-	-		
MANUFACTURING -----	129	40.0	194.50	193.00	152.00-225.00	-	-	-	-	-	2	7	17	13	11	6	7	6	7	12	17	6	5	8	4	1	-	-	-	-	-		
NONMANUFACTURING -----	194	39.0	151.50	149.50	127.50-167.00	-	-	1	12	19	24	21	26	24	18	9	16	7	6	3	3	1	3	-	1	-	-	-	-	-	-		
PUBLIC UTILITIES -----	29	40.0	193.50	198.00	170.00-211.00	-	-	-	-	-	-	-	1	1	5	2	3	3	6	2	1	1	3	-	1	-	-	-	-	-	-		
SECRETARIES, CLASS A -----	20	40.0	193.00	182.50	167.00-191.00	-	-	-	1	-	-	-	-	3	4	-	7	1	-	-	-	-	1	-	2	1	-	-	-	-	-		
NONMANUFACTURING -----	16	40.0	183.00	182.50	167.00-184.50	-	-	-	1	-	-	-	-	1	4	-	7	1	-	-	-	-	1	-	1	-	-	-	-	-	-		
SECRETARIES, CLASS B -----	67	39.5	186.50	165.00	150.50-204.50	-	-	-	-	-	1	2	11	11	9	6	5	5	-	1	-	1	4	6	3	-	-	-	-	-	-		
NONMANUFACTURING -----	51	39.5	166.00	161.00	147.50-178.50	-	-	-	-	-	1	2	11	11	7	6	5	4	-	1	-	1	2	-	-	-	-	-	-	-	-		
SECRETARIES, CLASS C -----	119	39.5	184.50	186.50	150.00-215.50	-	-	-	3	1	4	4	8	14	12	7	10	6	12	11	18	6	3	-	-	-	-	-	-	-	-		
MANUFACTURING -----	49	39.0	164.50	161.00	147.00-190.00	-	-	-	3	1	4	4	5	6	7	3	4	1	6	2	3	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	19	40.0	189.50	190.00	160.00-207.00	-	-	-	-	-	-	-	-	-	5	2	3	1	6	1	1	-	-	-	-	-	-	-	-	-	-		
SECRETARIES, CLASS D -----	117	39.0	138.00	133.00	121.00-149.50	-	-	1	8	18	21	22	24	9	4	2	1	1	1	3	2	-	-	-	-	-	-	-	-	-	-		
MANUFACTURING -----	39	40.0	158.50	149.50	147.50-164.50	-	-	-	-	-	2	7	14	3	4	2	1	-	1	3	2	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	78	38.5	127.50	126.00	110.00-136.00	-	-	1	8	18	19	15	10	6	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
ENCRYPTERS, GENERAL -----	39	40.0	155.00	145.00	130.00-167.00	-	-	-	2	3	4	8	5	3	4	1	3	2	-	-	-	-	4	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	31	40.0	155.50	139.50	127.00-180.00	-	-	-	2	3	4	8	1	2	2	-	3	2	-	-	-	-	4	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	21	39.5	171.00	162.50	130.50-197.50	-	-	-	-	-	4	3	1	2	2	-	3	2	-	-	-	-	4	-	-	-	-	-	-	-	-		
ENCRYPTERS, SENIOR -----	64	40.0	169.00	171.00	141.00-190.50	-	-	1	-	-	4	10	3	6	8	6	0	11	3	2	-	-	2	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	28	40.0	163.00	157.00	130.50-184.00	-	-	1	-	-	4	7	-	3	2	-	0	1	-	2	-	-	2	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	21	40.0	169.50	164.00	130.50-184.00	-	-	-	-	-	3	5	-	1	2	-	0	-	-	2	-	-	2	-	-	-	-	-	-	-	-		

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Lexington—Fayette, Ky., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 300 and over		
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	over			
ALL WORKERS-- CONTINUED																													
SWITCHBOARD OPERATORS ----- NONMANUFACTURING -----	51 45	39.5 39.0	\$ 114.00 106.50	\$ 103.00 100.00	\$ 90.00-126.00 90.00-120.00	6 6	2 2	11 11	13 13	- -	6 4	5 5	- -	3 2	1 1	1 1	- -	- -	- -	- -	- -	2 -	- -	- -	- -	- -	- -	- -	
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING ----- NONMANUFACTURING -----	73 25 48	40.0 40.0 39.5	123.00 133.50 118.00	117.50 138.50 113.50	104.00-140.00 117.50-142.50 101.50-127.50	- - -	- - -	13 2 11	9 - 9	15 5 10	9 2 7	8 5 3	11 6 5	5 4 1	1 - 1	- - -	- 1 -	- - -	- 1 -	- - -	- - -	- - -	- - -	- - -	1 - 1	- - -	- - -		
TYPISTS, CLASS B ----- NONMANUFACTURING -----	48 28	39.0 38.5	112.50 113.00	105.00 95.00	93.00-124.00 84.00-125.50	- -	11 11	8 4	7 3	7 1	4 2	8 4	1 1	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	2 2	- -	- -	- -		

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Lexington—Fayette, Ky., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 120 and under	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	\$ 300	\$ 320	\$ 340							
						130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	320	340	over							
ALL WORKERS																																	
COMPUTER OPERATORS, CLASS B ----- NONMANUFACTURING -----	74 26	40.0 39.5	\$ 175.50 169.50	\$ 177.50 154.00	\$ 160.50-189.00 130.00-179.00	1 1	7 7	4 4	6 6	8 1	15 -	15 2	7 -	7 4	2 -	1 1	- -	1 -	- -	- -	- -	- -	- -	- -	- -	- -	- -						
COMPUTER PROGRAMMERS, BUSINESS, CLASS B ----- NONMANUFACTURING -----	34 28	39.5 39.5	232.00 229.00	244.50 244.50	187.50-269.00 187.50-265.00	- -	- -	- -	6 4	- -	- -	4 4	1 1	- -	1 1	1 1	5 5	2 2	7 7	- -	3 1	2 -	1 -	- -	1 -	- -							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B ----- MANUFACTURING -----	28 19	39.5 40.0	297.00 297.50	307.00 305.00	287.50-324.00 280.00-318.00	- -	- -	- -	- -	- -	- -	- -	2 -	- -	- 2	- -	- -	- -	- -	- -	2 1	4 4	2 1	8 7	6 4	2 -							
DRAFTERS, CLASS C ----- MANUFACTURING -----	50 24	40.0 40.0	201.00 194.50	194.00 178.50	170.50-224.00 150.50-231.00	- -	- -	2 2	7 6	2 1	4 4	2 2	9 -	1 1	5 -	10 2	1 -	3 2	3 3	1 1	- -	- -	- -	- -	- -	- -							
DRAFTERS, CLASS C ----- MANUFACTURING -----	55 23	40.0 40.0	158.50 155.50	150.00 160.00	144.00-160.00 150.00-161.00	- -	2 2	16 3	14 6	9 9	5 3	2 -	4 -	3 -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -							
ELECTRONICS TECHNICIANS, CLASS A-	20	40.0	279.50	284.00	260.50-301.00	-	-	-	-	-	-	-	-	-	-	2	-	-	3	4	1	1	3	6	-	-							

See footnotes at end of tables.

**Table A-3. Average weekly earnings of office, professional, and technical workers, by sex,
in Lexington—Fayette, Ky., November 1975**

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
CLERKS, ACCOUNTING, CLASS A -----	64	39.5	159.00	SECRETARIES - CONTINUED				TYPISTS, CLASS B -----	46	39.0	107.00
MANUFACTURING -----	17	40.0	161.00	SECRETARIES, CLASS B -----	67	39.5	186.50				
NONMANUFACTURING -----	47	39.5	158.50	NONMANUFACTURING -----	51	39.5	166.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS B -----	174	39.0	118.00	SECRETARIES, CLASS C -----	118	39.5	184.50	COMPUTER OPERATORS, CLASS B -----	53	40.0	173.50
MANUFACTURING -----	35	40.0	125.50	NONMANUFACTURING -----	49	39.0	164.50	NONMANUFACTURING -----	17	39.5	148.50
NONMANUFACTURING -----	139	39.0	116.00	PUBLIC UTILITIES -----	19	40.0	189.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	27	39.5	239.00
CLERKS, FILE, CLASS C -----	52	39.5	96.50	SECRETARIES, CLASS O -----	117	39.0	138.00	NONMANUFACTURING -----	22	39.5	239.00
NONMANUFACTURING -----	42	39.0	94.50	MANUFACTURING -----	39	40.0	158.50				
CLERKS, PAYROLL -----	67	39.5	130.00	NONMANUFACTURING -----	78	38.5	127.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	25	39.5	296.00
MANUFACTURING -----	33	40.0	138.00	STENOGRAPHERS, GENERAL -----	39	40.0	155.00	OPAFERS, CLASS B -----	50	40.0	201.00
NONMANUFACTURING -----	34	39.5	122.00	NONMANUFACTURING -----	31	40.0	155.50	MANUFACTURING -----	24	40.0	194.50
KEYPUNCH OPERATORS, CLASS A -----	53	39.5	160.00	PUBLIC UTILITIES -----	21	39.5	171.00	OPAFERS, CLASS C -----	48	40.0	159.50
MANUFACTURING -----	35	40.0	174.00	STENOGRAPHERS, SENIOR -----	63	40.0	169.00	MANUFACTURING -----	22	40.0	156.50
NONMANUFACTURING -----	18	38.5	133.50	NONMANUFACTURING -----	28	40.0	163.00	ELECTRONICS TECHNICIANS -----	20	40.0	279.50
KEYPUNCH OPERATORS, CLASS B -----	103	39.5	127.00	PUBLIC UTILITIES -----	21	40.0	169.50	ELECTRONICS TECHNICIANS, CLASS A-----	20	40.0	279.50
MANUFACTURING -----	38	40.0	132.50	SWITCHBOARD OPERATORS -----	51	39.5	114.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	65	39.0	124.00	NONMANUFACTURING -----	45	39.0	106.50	COMPUTER OPERATORS, CLASS B -----	21	40.0	181.00
PUBLIC UTILITIES -----	22	40.0	132.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	73	40.0	123.00				
SECRETARIES -----	322	39.5	168.50	MANUFACTURING -----	25	40.0	133.50				
MANUFACTURING -----	128	40.0	194.00	NONMANUFACTURING -----	48	39.5	118.00				
NONMANUFACTURING -----	194	39.0	151.50								
PUBLIC UTILITIES -----	29	40.0	198.50								
SECRETARIES, CLASS A -----	20	40.0	193.00								
NONMANUFACTURING -----	16	40.0	183.00								

See footnotes at end of tables.

Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4. Hourly earnings of maintenance and powerplant workers in Lexington—Fayette, Ky., November 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	\$ 3.60 and under	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	
ALL WORKERS																												
ELECTRICIANS, MAINTENANCE -----	91	\$ 6.66	\$ 5.72	\$ 5.45- 6.91	-	-	-	-	-	-	-	3	12	22	25	-	-	-	-	-	-	12	17	-	-	-	-	-
MANUFACTURING -----	79	5.87	5.70	5.41- 5.77	-	-	-	-	-	-	-	3	12	22	25	-	-	-	-	-	-	-	17	-	-	-	-	-
MACHINISTS, MAINTENANCE -----	66	6.37	6.54	5.65- 7.07	-	-	-	-	-	-	-	1	4	8	14	-	2	-	6	4	6	16	2	2	1	-	-	-
MANUFACTURING -----	66	6.37	6.54	5.65- 7.07	-	-	-	-	-	-	-	1	4	8	14	-	2	-	6	4	6	16	2	2	1	-	-	-
MECHANICS, AUTOMOTIVE -----	70	5.19	4.68	4.25- 5.47	-	-	12	13	5	12	-	-	4	7	-	-	1	-	3	-	2	-	2	4	-	-	-	
(MAINTENANCE) -----	38	4.70	4.68	4.10- 4.67	-	-	12	-	5	12	-	-	-	7	-	-	1	-	-	-	1	-	-	-	-	-	-	
MANUFACTURING -----	32	5.77	5.33	4.25- 7.47	-	-	-	13	-	-	-	-	4	-	-	-	-	-	3	-	-	1	-	2	9	-	-	
NONMANUFACTURING -----	19	6.66	7.29	5.88- 7.47	-	-	-	1	-	-	-	-	4	-	-	-	-	-	3	-	-	-	2	9	-	-	-	
PUBLIC UTILITIES -----	19	6.66	7.29	5.88- 7.47	-	-	-	1	-	-	-	-	4	-	-	-	-	-	3	-	-	-	2	9	-	-	-	
MECHANICS, MAINTENANCE -----	235	5.47	5.45	5.29- 6.07	2	30	-	1	-	4	-	16	8	91	8	6	27	24	-	-	17	-	-	1	-	-	-	
MANUFACTURING -----	183	5.27	5.45	5.04- 5.47	2	30	-	1	-	4	-	16	8	91	8	6	-	-	-	-	17	-	-	-	-	-	-	
TOOL AND DIE MAKERS -----	205	7.26	7.40	7.07- 7.87	-	-	-	-	-	-	-	-	2	2	12	7	3	2	13	5	2	30	19	21	19	40	2	
MANUFACTURING -----	205	7.26	7.40	7.07- 7.87	-	-	-	-	-	-	-	-	2	2	12	7	3	2	13	5	2	30	19	21	19	40	2	

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Lexington—Fayette, Ky., November 1975

[illegible]

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Lexington—Fayette, Ky., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
ELECTRICIANS, MAINTENANCE -----	91	\$ 6.00	RECEIVING CLERKS -----	40	\$ 4.27
MANUFACTURING -----	79	5.87	MANUFACTURING -----	18	4.42
MACHINISTS, MAINTENANCE -----	66	6.37	NONMANUFACTURING -----	22	4.15
MANUFACTURING -----	66	6.37	TRUCKDRIVERS -----	474	5.45
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	70	5.19	MANUFACTURING -----	51	3.72
MANUFACTURING -----	38	4.70	NONMANUFACTURING -----	423	5.66
NONMANUFACTURING -----	32	5.77	PUBLIC UTILITIES -----	228	7.11
PUBLIC UTILITIES -----	19	6.66	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	39	2.75
MECHANICS, MAINTENANCE -----	234	5.48	NONMANUFACTURING -----	31	2.48
MANUFACTURING -----	182	5.28	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	166	4.77
TOOL AND DIE MAKERS -----	205	7.26	NONMANUFACTURING -----	133	5.08
MANUFACTURING -----	205	7.26	PUBLIC UTILITIES -----	59	6.99
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYRE) -----	269	6.26
GUARDS AND WATCHMEN -----	105	2.97	NONMANUFACTURING -----	259	6.33
MANUFACTURING -----	46	3.92	PUBLIC UTILITIES -----	169	7.15
JANITORS, PORTERS, AND CLEANERS ---	384	2.73	TRUCKERS, POWER (FORKLIFT) -----	382	4.39
MANUFACTURING -----	113	3.56	MANUFACTURING -----	311	4.35
LABORERS, MATERIAL HANDLING -----	187	3.52	WAREHOUSEMEN -----	121	4.09
MANUFACTURING -----	120	3.72	NONMANUFACTURING -----	73	3.92
ORDER FILLERS -----	105	3.82	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
PACKERS, SHIPPING -----	41	4.15	JANITORS, PORTERS, AND CLEANERS: MANUFACTURING -----	19	3.07
MANUFACTURING -----	30	4.82			

See footnotes at end of tables.

Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

**Table A-7. Percent increases in average hourly earnings
for selected occupational groups, adjusted for
employment shifts, in Lexington—Fayette, Ky.,
November 1974 to November 1975**

Industry and occupational group	November 1974 to November 1975
All industries:	
Office clerical (men and women)	7.9
Electronic data processing (men and women)	*
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	10.0
Unskilled plant workers (men)	5.8
Manufacturing:	
Office clerical (men and women)	*
Electronic data processing (men and women)	*
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	9.7
Unskilled plant workers (men)	7.5
Nonmanufacturing:	
Office clerical (men and women)	7.2
Electronic data processing (men and women)	*
Industrial nurses (men and women)	*
Skilled maintenance trades (men)	*
Unskilled plant workers (men)	*

* Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Lexington—Fayette, Ky., November 1975

Minimum weekly straight-time salary ⁴	Inexperienced typists					Other inexperienced clerical workers ⁵				
	All industries	Manufacturing		Nonmanufacturing		All industries	Manufacturing		Nonmanufacturing	
		Based on standard weekly hours ⁶ of—					Based on standard weekly hours ⁶ of—			
		All schedules	40	All schedules	40		All schedules	40	All schedules	40
ESTABLISHMENTS STUDIED -----	89	30	xxx	59	xxx	89	30	xxx	59	xxx
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	13	7	7	6	3	40	16	15	24	21
\$80.00 AND UNDER \$82.50 -----	-	-	-	-	-	1	-	-	1	-
\$82.50 AND UNDER \$85.00 -----	1	1	1	-	-	4	2	2	2	2
\$85.00 AND UNDER \$87.50 -----	2	-	-	2	-	2	-	-	2	1
\$87.50 AND UNDER \$90.00 -----	-	-	-	-	-	-	-	-	-	-
\$90.00 AND UNDER \$92.50 -----	2	-	-	2	2	9	1	1	8	8
\$92.50 AND UNDER \$95.00 -----	1	1	1	-	-	2	1	1	1	1
\$95.00 AND UNDER \$97.50 -----	3	3	3	-	-	2	3	3	-	-
\$97.50 AND UNDER \$100.00 -----	1	1	1	-	-	-	-	-	-	-
\$100.00 AND UNDER \$105.00 -----	-	-	-	-	-	6	4	3	2	2
\$105.00 AND UNDER \$110.00 -----	1	-	-	1	-	2	1	1	1	-
\$110.00 AND UNDER \$115.00 -----	-	-	-	-	-	2	1	1	1	1
\$115.00 AND UNDER \$120.00 -----	-	-	-	-	-	3	-	-	3	3
\$120.00 AND UNDER \$125.00 -----	-	-	-	-	-	-	-	-	-	-
\$125.00 AND UNDER \$130.00 -----	2	1	1	1	1	4	2	2	2	2
\$130.00 AND UNDER \$135.00 -----	-	-	-	-	-	-	-	-	-	-
\$135.00 AND UNDER \$140.00 -----	-	-	-	-	-	-	-	-	-	-
\$140.00 AND UNDER \$145.00 -----	-	-	-	-	-	1	1	1	-	-
\$145.00 AND OVER -----	-	-	-	-	-	1	-	-	1	1
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	3	-	xxx	3	xxx	37	9	xxx	28	xxx
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	73	23	xxx	50	xxx	12	5	xxx	7	xxx

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Lexington—Fayette, Ky., November 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ¹		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	89.6	84.6	21.3	6.1
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	1.4	1.4	.4	.4
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	88.2	83.2	20.9	5.7
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	49.2	45.2	13.2	3.7
UNIFORM PERCENTAGE DIFFERENTIAL -----	34.9	34.9	7.3	2.0
OTHER DIFFERENTIAL -----	4.0	3.0	.4	-
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	14.3	19.6	15.0	20.8
UNIFORM PERCENTAGE DIFFERENTIAL -----	10.0	11.6	10.0	11.9
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
7 CENTS -----	3.5	-	-	-
8 CENTS -----	4.1	-	.9	-
10 CENTS -----	9.3	3.5	3.0	-
12 CENTS -----	3.3	4.6	1.3	.4
13 AND UNDER 14 CENTS -----	1.3	3.9	.6	.2
14 AND UNDER 15 CENTS -----	1.6	-	.2	-
15 CENTS -----	14.3	5.0	3.7	.4
18 CENTS -----	-	3.3	-	.3
19 CENTS -----	2.3	-	.3	-
20 CENTS -----	5.4	6.3	1.6	1.0
23 CENTS -----	-	2.3	-	-
25 CENTS -----	4.3	12.1	1.7	1.1
30 CENTS -----	-	4.3	-	.4
UNIFORM PERCENTAGE:				
10 PERCENT -----	34.9	13.1	7.3	.5
12 AND UNDER 13 PERCENT -----	-	21.9	-	1.5

See footnote at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Lexington—Fayette, Ky., November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
22 1/2 HOURS-6 DAYS -----	1	-	1	-	-	-	-	-
32 HOURS -----	1	-	3	-	-	-	-	-
4 1/2 DAYS -----	(9)	-	1	-	-	-	-	-
6 DAYS -----	1	-	1	-	-	-	-	-
35 HOURS-5 DAYS -----	1	-	4	-	-	-	-	-
36 1/2 HOURS-5 DAYS -----	1	-	2	-	1	-	1	-
37 HOURS-5 DAYS -----	(9)	-	1	-	7	-	11	-
37 1/2 HOURS-5 DAYS -----	7	8	6	-	4	4	4	11
38 HOURS-5 DAYS -----	2	-	4	-	4	-	7	-
38 3/4 HOURS-5 DAYS -----	-	-	-	-	1	-	2	-
40 HOURS-5 DAYS -----	82	92	67	95	81	96	73	89
42 1/2 HOURS-5 DAYS -----	-	-	-	-	1	-	2	-
43 HOURS -----	1	1	1	-	-	-	-	-
5 DAYS -----	(9)	1	-	-	-	-	-	-
5 1/2 DAYS -----	(9)	-	1	-	-	-	-	-
44 HOURS-5 1/2 DAYS -----	-	-	-	-	(9)	-	(9)	-
45 HOURS-5 DAYS -----	2	-	6	5	-	-	-	-
46 HOURS-6 DAYS -----	2	-	6	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS								
ALL WEEKLY WORK SCHEDULES -----	39.8	39.8	39.7	40.2	39.6	39.9	39.4	39.7

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Lexington-Fayette, Ky., November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	7	-	18	-	(9)	-	1	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	93	100	82	100	99	100	99	100
AVERAGE NUMBER OF PAID HOLIDAYS								
FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.8	9.6	7.3	9.2	8.5	10.0	7.6	9.2
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰								
1 HOLIDAY -----	-	-	-	-	1	-	2	-
2 HOLIDAYS -----	-	-	-	-	(9)	-	(9)	-
3 HOLIDAYS -----	1	-	2	-	-	-	-	-
4 HOLIDAYS -----	1	-	2	-	(9)	-	(9)	-
5 HOLIDAYS -----	3	-	7	-	1	-	2	-
6 HOLIDAYS -----	14	10	20	-	32	7	47	-
PLUS 1 HALF DAY -----	(9)	-	1	-	1	-	1	-
7 HOLIDAYS -----	12	8	18	-	7	4	9	-
8 HOLIDAYS -----	10	13	6	3	5	4	5	14
9 HOLIDAYS -----	11	7	17	70	11	13	10	40
PLUS 1 HALF DAY -----	1	-	2	9	4	-	6	29
10 HOLIDAYS -----	18	26	4	17	9	18	3	17
11 HOLIDAYS -----	20	29	4	-	19	51	1	-
12 HOLIDAYS -----	2	3	-	-	2	1	2	-
13 HOLIDAYS -----	-	-	-	-	7	-	11	-
14 HOLIDAYS -----	3	4	-	-	1	2	-	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹								
2 DAYS OR MORE -----	93	100	82	100	99	100	98	100
4 DAYS OR MORE -----	93	100	81	100	98	100	98	100
5 DAYS OR MORE -----	92	100	79	100	98	100	97	100
6 DAYS OR MORE -----	89	100	71	100	97	100	95	100
6 1/2 DAYS OR MORE -----	76	90	51	100	64	93	47	100
7 DAYS OR MORE -----	75	90	50	100	63	93	46	100
8 DAYS OR MORE -----	64	82	33	100	56	89	37	100
9 DAYS OR MORE -----	53	69	27	97	52	85	32	86
9 1/2 DAYS OR MORE -----	42	62	10	27	41	72	23	46
10 DAYS OR MORE -----	42	62	8	17	37	72	17	17
11 DAYS OR MORE -----	24	36	4	-	29	54	14	-
12 DAYS OR MORE -----	4	7	-	-	9	3	13	-
13 DAYS OR MORE -----	3	4	-	-	7	2	11	-
14 DAYS -----	3	4	-	-	1	2	-	-

See footnotes at end of tables.

Table B-4a. Identification of major paid holidays for full-time workers in Lexington—Fayette, Ky., November 1975

Item ¹⁰	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
New Year's Day	93	100	80	100	91	100	86	100
Martin Luther King's Birthday	-	-	-	-	7	-	11	-
Robert E. Lee's Birthday	-	-	-	-	7	-	11	-
Franklin D. Roosevelt's Birthday	-	-	-	-	7	-	11	-
Lincoln's Birthday	-	-	-	-	7	-	11	-
Washington's Birthday	5	4	5	19	12	2	18	36
Good Friday	45	64	20	78	29	52	16	81
Memorial Day	90	100	73	100	97	100	95	100
Confederate Memorial Day	-	-	-	-	7	-	11	-
Fourth of July	93	100	81	100	98	100	98	100
Labor Day	92	100	78	100	98	100	96	100
Columbus Day	-	-	-	-	8	-	13	-
Veterans Day	3	-	8	31	14	-	22	47
Election Day	(⁹)	-	1	5	1	-	1	6
Thanksgiving Day	93	100	82	100	99	100	98	100
Day after Thanksgiving	29	43	7	11	20	43	7	4
Christmas Eve	39	56	10	19	25	50	10	24
Christmas Eve, half day	1	-	3	9	4	-	7	29
Christmas Day	93	100	82	100	99	100	99	100
Christmas—New Year holiday period ¹²	3	4	-	-	1	2	-	-
Extra day during Christmas week	1	-	3	-	(⁹)	-	(⁹)	-
New Year's Eve	18	26	4	5	10	25	1	(⁹)
Floating holiday, 1 day ¹³	17	24	5	3	12	24	5	14
Floating holiday, 2 days ¹³	2	-	5	24	3	-	5	14
Floating holiday, 5 days ¹³	14	22	1	-	14	37	1	-
Employee's birthday	11	3	23	54	9	6	11	35
Employee's anniversary	5	-	13	38	4	-	7	26
Company's choice	3	3	2	-	1	2	1	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Lexington—Fayette, Ky., November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	1	-	2	-	(9)	-	(9)	-
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	99	100	98	100	99	100	99	100
LENGTH-OF-TIME PAYMENT -----	89	86	94	100	99	99	99	100
PERCENTAGE PAYMENT -----	11	14	5	-	(9)	1	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴								
6 MONTHS OF SERVICE:								
UNDER 1 WEEK -----	24	34	6	-	7	10	6	-
1 WEEK -----	32	39	22	50	41	62	28	11
OVER 1 AND UNDER 2 WEEKS -----	2	-	5	-	15	16	14	-
2 WEEKS -----	(9)	-	(9)	-	1	-	1	-
1 YEAR OF SERVICE:								
UNDER 1 WEEK -----	1	2	-	-	(9)	1	-	-
1 WEEK -----	62	60	65	70	22	13	28	56
OVER 1 AND UNDER 2 WEEKS -----	1	1	2	11	1	1	1	4
2 WEEKS -----	34	37	30	19	75	84	70	40
3 WEEKS -----	(9)	-	1	-	1	2	1	-
4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
2 YEARS OF SERVICE:								
UNDER 1 WEEK -----	1	2	-	-	(9)	1	-	-
1 WEEK -----	30	32	26	-	7	5	8	-
OVER 1 AND UNDER 2 WEEKS -----	9	11	6	-	(9)	(9)	(9)	-
2 WEEKS -----	57	54	62	89	90	92	89	96
OVER 2 AND UNDER 3 WEEKS -----	1	1	2	11	1	1	1	4
3 WEEKS -----	1	-	2	-	1	2	1	-
4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
3 YEARS OF SERVICE:								
1 WEEK -----	14	12	16	-	2	1	4	-
OVER 1 AND UNDER 2 WEEKS -----	2	-	6	-	(9)	-	(9)	-
2 WEEKS -----	82	87	72	89	92	96	91	96
OVER 2 AND UNDER 3 WEEKS -----	1	1	2	11	3	2	3	4
3 WEEKS -----	1	-	2	-	1	2	1	-
4 WEEKS -----	(9)	-	(9)	-	1	-	1	-
4 YEARS OF SERVICE:								
1 WEEK -----	12	10	16	-	2	-	4	-
OVER 1 AND UNDER 2 WEEKS -----	3	2	4	-	(9)	1	-	-
2 WEEKS -----	82	87	75	89	93	96	91	96
OVER 2 AND UNDER 3 WEEKS -----	1	1	2	11	2	1	3	4
3 WEEKS -----	1	-	2	-	2	3	1	-
4 WEEKS -----	(9)	-	(9)	-	1	-	1	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Lexington—Fayette, Ky., November 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
5 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
OVER 1 AND UNDER 2 WEEKS -----	3	2	4	-	(9)	1	-	-
2 WEEKS -----	50	42	64	79	73	52	85	79
OVER 2 AND UNDER 3 WEEKS -----	12	18	3	14	4	1	6	18
3 WEEKS -----	26	33	13	7	21	46	7	3
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	1	2	-	-
4 WEEKS -----	(9)	-	1	-	1	-	1	-
10 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	11	4	22	-	24	8	33	-
OVER 2 AND UNDER 3 WEEKS -----	3	2	4	-	2	1	3	-
3 WEEKS -----	55	57	52	82	56	50	59	93
OVER 3 AND UNDER 4 WEEKS -----	4	5	2	11	1	1	1	4
4 WEEKS -----	18	27	4	7	17	40	3	3
12 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	9	1	21	-	16	6	21	-
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	1	-	1	-
3 WEEKS -----	55	56	54	82	59	53	63	93
OVER 3 AND UNDER 4 WEEKS -----	9	10	6	11	7	1	11	4
4 WEEKS -----	18	27	4	7	17	40	3	3
15 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	7	1	17	-	14	6	18	-
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	1	-	1	-
3 WEEKS -----	39	38	41	63	45	28	54	67
OVER 3 AND UNDER 4 WEEKS -----	7	8	4	3	6	9	5	14
4 WEEKS -----	37	48	20	24	33	56	20	15
OVER 4 AND UNDER 5 WEEKS -----	1	-	2	11	(9)	-	1	4
20 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	6	1	14	-	14	6	18	-
OVER 2 AND UNDER 3 WEEKS -----	(9)	-	1	-	1	-	1	-
3 WEEKS -----	16	14	20	-	13	5	18	-
OVER 3 AND UNDER 4 WEEKS -----	-	-	-	-	1	-	2	-
4 WEEKS -----	45	50	37	78	53	48	56	92
OVER 4 AND UNDER 5 WEEKS -----	2	1	4	-	(9)	1	-	-
5 WEEKS -----	20	28	8	12	17	40	3	4
OVER 5 AND UNDER 6 WEEKS -----	1	-	2	11	(9)	-	1	4
25 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	6	1	14	-	14	6	18	-
3 WEEKS -----	15	13	19	-	12	1	19	-
4 WEEKS -----	31	37	23	54	41	28	48	69
OVER 4 AND UNDER 5 WEEKS -----	(9)	1	-	-	2	1	2	-
5 WEEKS -----	35	43	22	35	30	64	11	27
OVER 5 AND UNDER 6 WEEKS -----	2	-	6	11	(9)	-	1	4
6 WEEKS -----	1	-	2	-	1	-	1	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Lexington—Fayette, Ky., November 1975—Continued

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED								
30 YEARS OF SERVICE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	6	1	14	-	14	6	18	-
3 WEEKS -----	15	13	18	-	11	1	18	-
OVER 3 AND UNOER 4 WEEKS -----	(9)	-	1	-	1	-	1	-
4 WEEKS -----	30	37	20	41	37	28	42	39
OVER 4 AND UNOER 5 WEEKS -----	(9)	1	-	-	2	1	2	-
5 WEEKS -----	36	43	25	48	31	56	17	57
OVER 5 AND UNOER 6 WEEKS -----	1	-	2	11	(9)	-	1	4
6 WEEKS -----	1	-	2	-	3	8	1	-
OVER 6 AND UNOER 7 WEEKS -----	1	-	4	-	-	-	-	-
MAXIMUM VACATION AVAILABLE:								
1 WEEK -----	8	5	14	-	1	-	1	-
2 WEEKS -----	6	1	14	-	14	6	18	-
3 WEEKS -----	15	13	18	-	11	1	18	-
OVER 3 AND UNOER 4 WEEKS -----	(9)	-	1	-	1	-	1	-
4 WEEKS -----	30	37	20	41	37	28	42	39
OVER 4 AND UNOER 5 WEEKS -----	(9)	1	-	-	(9)	1	-	-
5 WEEKS -----	35	43	22	48	31	56	17	57
OVER 5 AND UNOER 6 WEEKS -----	1	-	2	11	(9)	-	1	4
6 WEEKS -----	2	-	5	-	5	8	3	-
OVER 6 AND UNOER 7 WEEKS -----	1	-	4	-	-	-	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Lexington—Fayette, Ky., November 1975

Item	Plant workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Public utilities	All industries	Manufacturing	Nonmanufacturing	Public utilities
PERCENT OF WORKERS								
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW -----	96	97	95	100	99	99	99	100
LIFE INSURANCE -----	91	94	87	100	98	99	97	100
NONCONTRIBUTORY PLANS -----	76	84	62	96	77	80	75	99
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	63	72	48	62	74	89	66	74
NONCONTRIBUTORY PLANS -----	54	67	32	58	55	71	46	74
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁵ -----	73	83	57	94	78	73	81	99
SICKNESS AND ACCIDENT INSURANCE -----	48	62	25	24	25	29	22	11
NONCONTRIBUTORY PLANS -----	43	59	14	21	14	27	6	10
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	24	28	18	19	63	57	67	78
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	6	-	15	54	3	2	4	11
LONG-TERM DISABILITY INSURANCE -----	33	39	22	50	54	75	42	62
NONCONTRIBUTORY PLANS -----	24	30	14	47	39	43	36	62
HOSPITALIZATION INSURANCE -----	92	96	86	100	97	99	95	100
NONCONTRIBUTORY PLANS -----	75	89	50	90	65	81	55	93
SURGICAL INSURANCE -----	92	96	86	100	97	99	95	100
NONCONTRIBUTORY PLANS -----	75	89	50	90	65	81	55	93
MEDICAL INSURANCE -----	87	95	74	62	91	95	89	74
NONCONTRIBUTORY PLANS -----	71	89	41	52	60	75	52	68
MAJOR MEDICAL INSURANCE -----	81	85	74	100	91	87	93	100
NONCONTRIBUTORY PLANS -----	66	79	43	90	58	65	55	93
DENTAL INSURANCE -----	20	27	9	19	18	41	5	5
NONCONTRIBUTORY PLANS -----	19	27	5	19	17	41	3	5
RETIREMENT PENSION -----	74	86	54	94	85	91	81	94
NONCONTRIBUTORY PLANS -----	66	83	39	84	70	91	58	64

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas–New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Jocosa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) stated dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Lexington—Fayette, Ky., ¹ November 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL DIVISIONS ⁵ -----	-	214	91	43,439	100	27,433	5,353	28,935
MANUFACTURING -----	50	77	30	23,998	55	17,185	1,961	16,701
NONMANUFACTURING -----	-	137	61	19,441	45	10,248	3,392	12,234
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	50	22	12	4,054	9	2,221	647	3,301
WHOLESALE TRADE -----	50	14	7	1,255	3	(⁶)	(⁶)	710
RETAIL TRADE -----	50	59	21	8,603	20	(⁶)	(⁶)	4,769
FINANCE, INSURANCE, AND REAL ESTATE -----	50	16	8	2,613	6	(⁷)	(⁶)	1,720
SERVICES ⁸ -----	50	26	13	2,916	7	(⁶)	(⁶)	1,734

¹ The Lexington-Fayette Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Bourbon, Clark, Fayette, Jessamine, Scott, and Woodford Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, and for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Workers from this entire division are represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables, but from the real estate portion only in estimates for "all industries" in the B-series tables. Separate presentation of data is not made for one or more of the reasons given in footnote 6.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Industrial composition in manufacturing

Almost three-fifths of the workers within scope of the survey in the Lexington-Fayette area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:

Industry groups	Specific industries
Machinery, except electrical ... 27	Office and computing machines ... 25
Electrical equipment and supplies ... 17	Electric test and distributing equipment ... 8
Apparel and other textile products ... 10	Motor vehicles and equipment ... 7
Transportation equipment ... 8	Electric lighting and wiring equipment ... 5
Fabricated metal products ... 7	
Printing and publishing ... 5	
Rubber and plastics products ... 5	

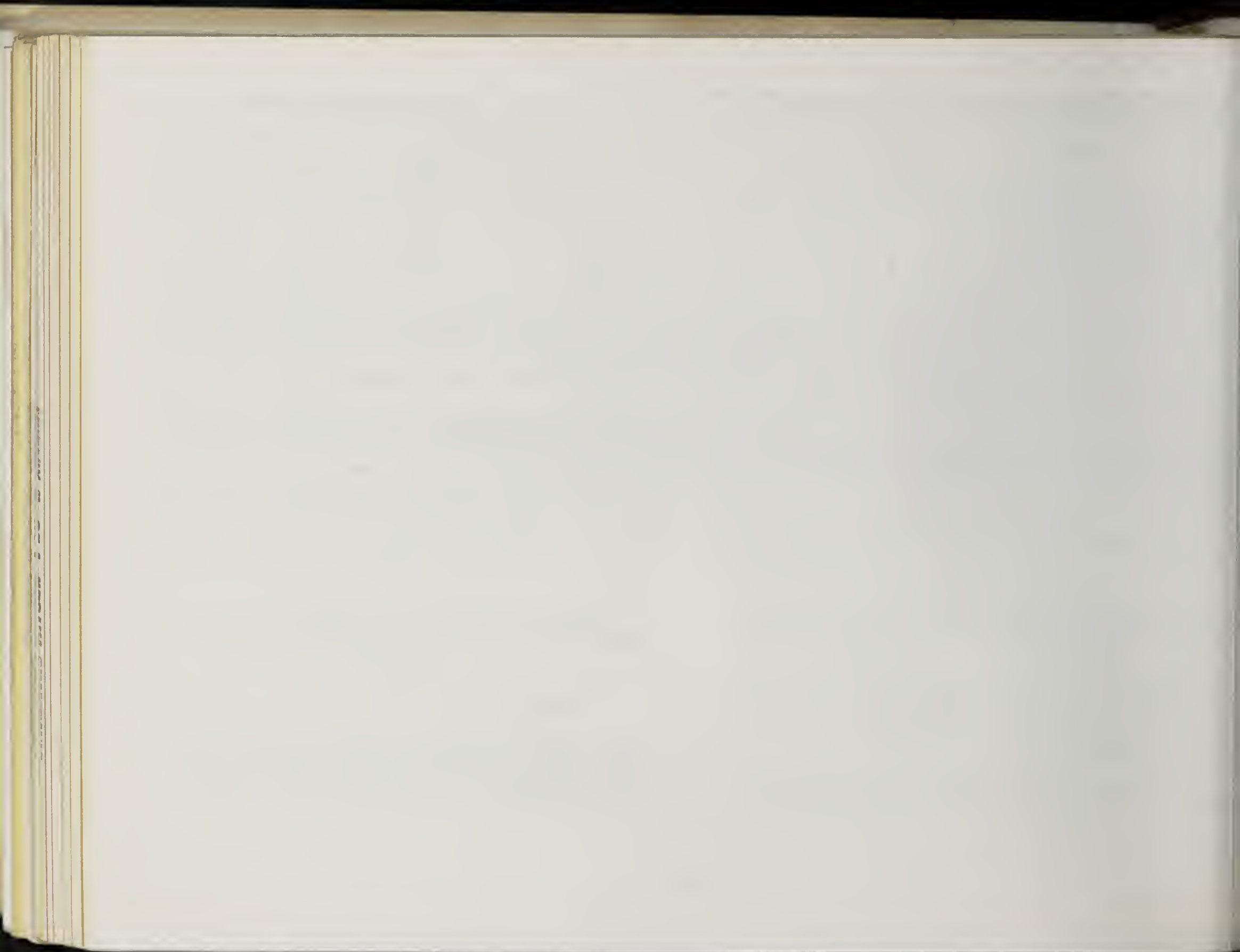
This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage

The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Lexington-Fayette, Ky., November 1975:

	Plant workers	Office workers
All industries -----	40	3
Manufacturing -----	51	-
Nonmanufacturing -----	21	5
Public utilities -----	81	27

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.



Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions though previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- a. Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- b. Establishes, maintains, and revises the supervisor's files;
- c. Maintains the supervisor's calendar and makes appointments as instructed;
- d. Relays messages from supervisor to subordinates;
- e. Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- f. Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- a. Positions which do not meet the "personal" secretary concept described above;
- b. Stenographers not fully trained in secretarial type duties;
- c. Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- d. Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- e. Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

1. Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
3. Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

1. Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
2. Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
3. Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
4. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
5. Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

1. Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
2. Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

1. Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
2. Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Receiving clerk
- Shipping clerk
- Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

- Truckdriver (combination of sizes listed separately)
- Truckdriver, light (under 1½ tons)
- Truckdriver, medium (1½ to and including 4 tons)
- Truckdriver, heavy (over 4 tons, trailer type)
- Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

- Trucker, power (forklift)
- Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska	Logansport-Peru, Ind.
Albany, Ga.	Lorain-Elyria, Ohio
Albuquerque, N. Mex.	Lower Eastern Shore, Md.-Va.-Del.
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Bremerton, Wash.	Nashville-Davidson, Tenn.
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Charlotte-Gastonia, N.C.	Peoria, Ill.
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El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.	Salinas-Seaside-Monterey, Calif.
Eugene-Springfield, Oreg.	Sandusky, Ohio
Fayetteville, N.C.	Santa Barbara-Santa Maria-Lompoc, Calif.
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Goldsboro, N.C.	Springfield, Ill.
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Great Falls, Mont.	Stockton, Calif.
Guam, Territory of	Tacoma, Wash.
Harrisburg-Lebanon, Pa.	Tampa-St. Petersburg, Fla.
Huntington-Ashland, W. Va.-Ky.-Ohio	Topeka, Kans.
Knoxville, Tenn.	Tucson, Ariz.
La Crosse, Wis.	Tulsa, Okla.
Laredo, Tex.	Vallejo-Fairfield-Napa, Calif.
Las Vegas, Nev.	Waco and Killeen-Temple, Tex.
Lawton, Okla.	Waterloo-Gedar Falls, Iowa
Lima, Ohio	West Texas Plains
Little Rock-North Little Rock, Ark.	Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ^a	Area	Bulletin number and price ^a
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1974	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
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Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
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Greenville-Spartanburg, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
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Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1975	1850-81, 45 cents	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Kansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1975 ¹	1850-84, 75 cents	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1974	Suppl. Free	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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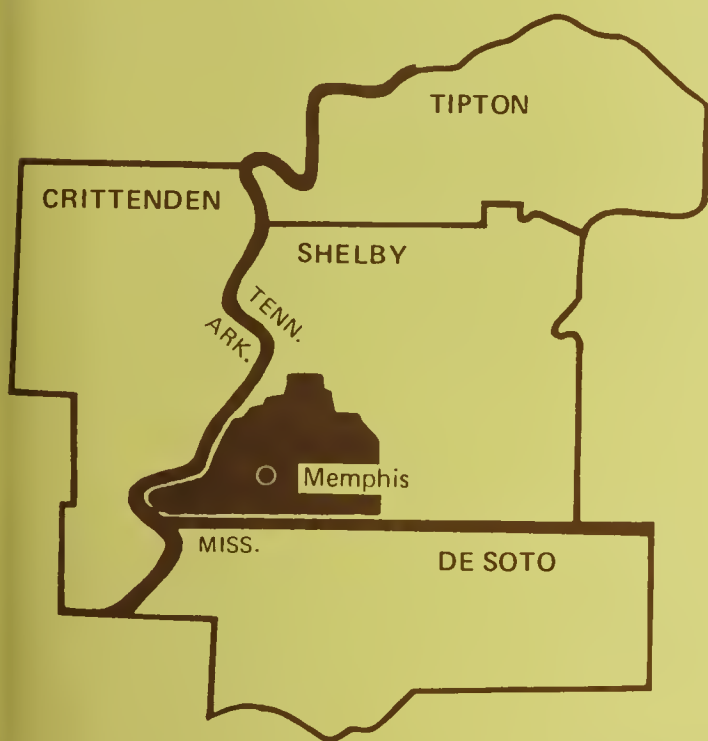
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1850-85

A WAGE SURVEY

Memphis, Tennessee—Arkansas—Mississippi,
Metropolitan Area, November 1975

Bulletin 1850-85



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Preface

This bulletin provides results of a November 1975 survey of occupational earnings in the Memphis, Tennessee-Arkansas-Mississippi, Standard Metropolitan Statistical Area (Shelby and Tipton Counties, Tenn.; Crittenden County, Ark.; and DeSoto County, Miss.). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Memphis survey was conducted by the Bureau's regional office in Atlanta, Georgia, under the general direction of Jerry G. Adams, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Current reports on occupational earnings in the Memphis area are available for the laundry and dry cleaning and moving and storage industries. Also available are listings of union wage rates for building trades, printing trades, local-transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-85
May 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Memphis, Tennessee—Arkansas—Mississippi, Metropolitan Area, November 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 50 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for manufacturing, nonmanufacturing, and service industries. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Memphis, Tenn.—Ark.—Miss., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
			Mean ²	Median ²	Middle range ²	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 280																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
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See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Memphis, Tenn.—Ark.—Miss., November 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280		
						80	90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	over		
ALL WORKERS-- CONTINUED			\$	\$	\$																								
STENOGRAPHERS, GENERAL -----	270	39.5	155.00	147.50	132.50-170.00	-	-	4	9	8	37	44	38	35	23	22	11	19	-	2	-	2	9	4	3	-	-	-	
MANUFACTURING -----	132	40.0	150.00	146.00	134.50-160.00	-	-	-	-	-	17	31	26	24	14	7	7	5	-	-	-	1	-	-	-	-	-	-	
NONMANUFACTURING -----	138	39.0	159.50	150.00	123.50-186.50	-	-	4	9	8	20	13	12	11	9	15	4	14	-	2	-	1	9	4	3	-	-	-	
PUBLIC UTILITIES -----	43	38.5	205.00	190.00	174.50-243.00	-	-	-	-	-	1	2	2	-	3	6	-	10	-	2	-	1	9	4	3	-	-	-	
STENOGRAPHERS, SENIOR -----	274	39.5	169.50	150.50	136.50-196.00	-	-	6	6	10	26	26	49	22	25	19	13	7	5	3	7	7	22	8	13	-	-	-	
MANUFACTURING -----	54	39.0	178.50	179.50	162.00-189.50	-	-	-	-	-	1	4	3	5	5	15	8	4	3	1	-	3	1	1	-	-	-	-	
NONMANUFACTURING -----	220	40.0	167.50	149.00	130.50-202.50	-	-	6	6	10	25	22	46	17	20	4	5	3	2	2	7	4	21	7	13	-	-	-	
SWITCHBOARD OPERATORS, CLASS B -----	57	39.5	126.50	124.50	114.00-134.50	-	2	8	4	7	15	9	4	4	2	-	-	-	-	2	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	50	40.0	125.00	124.50	114.50-131.50	-	2	8	2	7	15	7	4	1	2	-	-	-	-	2	-	-	-	-	-	-	-	-	
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	278	39.5	127.00	122.50	105.50-133.00	8	10	13	68	28	62	34	15	10	7	2	2	4	-	1	-	4	1	4	5	-	-	-	
NONMANUFACTURING -----	80	40.0	141.50	136.00	120.50-146.50	-	-	-	4	8	8	27	14	3	7	2	2	4	-	-	-	-	1	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	198	39.5	121.50	112.50	100.00-120.50	8	10	13	64	20	54	7	1	7	-	-	-	-	-	1	-	4	-	4	5	-	-	-	
TYPISTS, CLASS A -----	55	40.0	124.50	125.00	103.50-144.50	-	-	9	10	5	10	5	7	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	70	39.0	151.50	151.00	114.50-190.00	-	2	5	5	6	7	3	7	2	6	6	-	18	-	-	1	-	1	-	1	-	-	-	
MANUFACTURING -----	241	39.5	137.50	115.00	103.50-141.50	-	9	13	77	38	24	17	10	7	6	-	3	-	-	-	-	8	-	16	13	-	-	-	
NONMANUFACTURING -----	90	40.0	112.50	106.00	100.00-123.50	-	-	9	50	6	15	2	3	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	151	39.5	152.50	122.00	107.50-182.00	-	9	4	27	32	9	15	7	3	6	-	2	-	-	-	-	8	-	16	13	-	-	-	
	32	40.0	251.50	252.00	252.00-273.00	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	16	13	-	-	-	

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Memphis, Tenn.—Ark.—Miss., November 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																												
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	240	260	280	300	320	340	360	and	and	and	and	and	and	and
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	340	360	over								
ALL WORKERS																																		
COMPUTER OPERATORS, CLASS A -----	59	40.0	\$220.00	\$200.00	\$171.00-249.00	-	-	2	1	1	8	2	8	4	2	3	-	6	5	3	1	3	-	5	5	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	42	40.0	207.00	184.00	152.00-227.50	-	-	2	1	1	8	1	7	3	2	1	-	5	1	3	-	2	-	-	5	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	204	40.0	160.50	158.50	133.00-183.50	12	-	26	27	21	22	23	16	15	23	12	-	1	2	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	29	40.0	185.00	180.00	160.00-203.00	-	-	-	-	-	6	3	5	1	6	5	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	175	40.0	156.50	151.00	132.50-176.50	12	-	26	27	21	16	20	11	14	17	7	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	49	40.0	163.50	155.00	142.00-156.00	-	-	7	5	6	23	-	2	-	-	-	-	-	-	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	42	40.0	167.50	155.50	143.00-156.00	-	-	4	5	6	19	-	2	-	-	-	-	-	-	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	92	40.0	230.50	230.50	207.00-255.00	-	-	-	-	-	-	8	-	4	3	12	8	10	12	14	19	-	1	-	-	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	80	40.0	233.50	236.00	211.00-264.50	-	-	-	-	-	-	8	-	1	2	8	8	10	12	10	19	-	1	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	79	40.0	219.00	200.00	186.50-253.00	-	-	-	2	-	4	12	1	8	12	4	1	3	3	17	4	-	3	2	3	-	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	57	40.0	209.00	192.50	160.00-250.00	-	-	-	2	-	4	12	1	4	11	2	1	-	3	10	2	-	3	2	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	25	40.0	266.50	259.50	237.00-276.00	-	-	-	-	-	-	-	1	-	-	-	-	3	3	7	5	4	-	-	-	-	-	-	-	-	-	-	-	-
RAFTERS, CLASS A -----	89	40.0	231.50	229.00	207.00-246.50	-	-	-	-	-	-	-	-	3	12	11	6	13	5	26	6	7	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	47	40.0	215.00	207.00	194.00-229.00	-	-	-	-	-	-	-	-	3	12	11	6	4	2	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-
RAFTERS, CLASS B -----	167	40.0	193.50	187.50	170.00-213.00	-	-	11	-	2	11	10	40	10	14	25	18	1	21	-	3	9	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	107	40.0	190.00	175.00	165.50-230.00	-	-	11	-	2	11	10	25	7	5	1	4	1	21	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-
RAFTERS, CLASS C -----	141	40.0	142.00	149.50	115.00-160.00	10	32	11	11	10	24	34	4	2	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING -----	69	40.0	147.50	160.00	120.00-160.00	4	11	11	2	1	-	31	4	2	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS, NONMANUFACTURING: PUBLIC UTILITIES -----	71	40.0	245.00	240.00	210.00-276.50	-	-	-	-	1	-	1	1	-	1	4	12	4	1	21	21	-	-	-	4	-	-	-	-	-	-	-	-	-
NONMANUFACTURING: PUBLIC UTILITIES -----	59	40.0	253.00	240.00	240.00-276.50	-	-	-	-	-	-	-	-	-	-	2	12	-	-	20	21	-	-	-	-	4	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS B-NONMANUFACTURING: PUBLIC UTILITIES -----	52	40.0	258.50	240.00	240.00-276.50	-	-	-	-	1	-	-	-	-	-	2	-	4	-	20	21	-	-	-	-	4	-	-	-	-	-	-	-	-
NONMANUFACTURING: PUBLIC UTILITIES -----	45	40.0	267.00	276.50	240.00-276.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	21	-	-	-	-	4	-	-	-	-	-	-	-	-
JRSSES, INDUSTRIAL (REGISTERED) ---	29	39.5	215.00	204.50	184.00-229.00	-	-	-	-	-	-	-	1	7	5	4	2	3	1	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Memphis, Tenn.—Ark.—Miss., November 1975

Sex, ¹ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ¹ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ¹ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
MESSENGERS -----	80	40.0	\$ 115.00	SECRETARIES - CONTINUED				TYPISTS, CLASS B -----	226	39.5	\$ 130.50
NONMANUFACTURING -----	77	40.0	114.50	SECRETARIES, CLASS A -----	102	39.5	182.00	MANUFACTURING -----	90	40.0	112.50
				MANUFACTURING -----	45	40.0	180.00	NONMANUFACTURING -----	136	39.5	143.00
OFFICE OCCUPATIONS - WOMEN				NONMANUFACTURING -----	57	39.0	183.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
BILLERS, MACHINE (BILLING MACHINE) -----	35	40.0	120.50	SECRETARIES, CLASS B -----	352	39.5	162.50	COMPUTER OPERATORS, CLASS A -----	54	40.0	223.00
CLERKS, ACCOUNTING, CLASS A -----	381	39.5	151.50	MANUFACTURING -----	69	40.0	177.50	NONMANUFACTURING -----	39	40.0	211.50
NONMANUFACTURING -----	292	39.5	142.50	NONMANUFACTURING -----	283	39.5	159.00	COMPUTER OPERATORS, CLASS B -----	181	40.0	159.00
CLERKS, ACCOUNTING, CLASS B -----	728	39.5	129.50	SECRETARIES, CLASS C -----	335	39.5	164.50	MANUFACTURING -----	28	40.0	184.50
MANUFACTURING -----	234	40.0	136.00	MANUFACTURING -----	78	40.0	176.50	NONMANUFACTURING -----	153	40.0	154.50
NONMANUFACTURING -----	494	39.5	126.50	NONMANUFACTURING -----	257	39.5	161.00	COMPUTER OPERATORS, CLASS C -----	31	40.0	171.00
CLERKS, FILE, CLASS B -----	79	39.0	125.50	SECRETARIES, CLASS D -----	597	39.5	141.00	NONMANUFACTURING -----	28	40.0	175.50
NONMANUFACTURING -----	49	38.5	127.50	MANUFACTURING -----	110	40.0	145.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	71	40.0	235.50
CLERKS, FILE, CLASS C -----	114	39.5	99.50	NONMANUFACTURING -----	487	39.5	140.00	NONMANUFACTURING -----	63	40.0	239.00
NONMANUFACTURING -----	97	39.5	97.50	STENOGRAPHERS, GENERAL -----	268	39.5	155.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	57	40.0	222.50
CLERKS, ORDER -----	176	40.0	137.00	MANUFACTURING -----	132	40.0	150.00	NONMANUFACTURING -----	43	40.0	211.50
MANUFACTURING -----	57	40.0	115.50	NONMANUFACTURING -----	136	39.0	160.00	DRAFTERS, CLASS A -----	89	40.0	231.50
NONMANUFACTURING -----	119	40.0	147.00	PUBLIC UTILITIES -----	42	38.5	206.00	MANUFACTURING -----	47	40.0	215.00
CLERKS, PAYROLL -----	154	40.0	158.50	STENOGRAPHERS, SENIOR -----	274	39.5	169.50	DRAFTERS, CLASS B -----	157	40.0	194.50
MANUFACTURING -----	70	40.0	162.50	MANUFACTURING -----	54	39.0	178.50	MANUFACTURING -----	106	40.0	189.50
NONMANUFACTURING -----	84	40.0	155.00	NONMANUFACTURING -----	220	40.0	167.50	DRAFTERS, CLASS C -----	134	40.0	142.00
KEYPUNCH OPERATORS, CLASS A -----	280	40.0	150.00	SWITCHBOARD OPERATORS, CLASS B -----	57	39.5	126.50	MANUFACTURING -----	62	40.0	149.00
MANUFACTURING -----	52	40.0	173.00	NONMANUFACTURING -----	50	40.0	125.00	ELECTRONICS TECHNICIANS -----	71	40.0	245.00
NONMANUFACTURING -----	228	40.0	145.00	SWITCHBOARD OPERATOR-RECERTIONISTS- MANUFACTURING -----	276	39.5	127.00	NONMANUFACTURING: PUBLIC UTILITIES -----	59	40.0	253.00
KEYPUNCH OPERATORS, CLASS B -----	485	40.0	131.00	MANUFACTURING -----	78	40.0	141.00	ELECTRONICS TECHNICIANS, CLASS B- NONMANUFACTURING: PUBLIC UTILITIES -----	52	40.0	258.50
MANUFACTURING -----	80	40.0	132.50	NONMANUFACTURING -----	198	39.5	121.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN	45	40.0	267.00
NONMANUFACTURING -----	405	39.5	130.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	55	40.0	128.50	NURSES, INDUSTRIAL (REGISTERED) ---	29	39.5	215.00
MESSENGERS -----	78	39.5	112.50	TYPISTS, CLASS A -----	67	39.0	152.00				
NONMANUFACTURING -----	63	39.5	114.00	NONMANUFACTURING -----	54	38.5	158.00				
SECRETARIES -----	1,396	39.5	155.50								
MANUFACTURING -----	312	40.0	168.00								
NONMANUFACTURING -----	1,084	39.5	152.00								
PUBLIC UTILITIES -----	36	39.0	201.00								

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Memphis, Tenn.—Ark.—Miss., November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																												
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
					2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20					
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	8.40	8.80	9.20						
ALL WORKERS																																	
BOILER TENDERS -----	124	\$ 4.63	\$ 4.14	\$ 2.83- 5.74	1	28	5	3	-	-	2	8	16	-	6	-	4	-	25	-	20	-	-	6	-	-	-	-	-	-	-	-	
MANUFACTURING -----	118	4.63	4.14	2.83- 5.78	-	28	5	3	-	-	2	8	16	-	6	-	-	-	24	-	20	-	-	6	-	-	-	-	-	-	-	-	
CARPENTERS, MAINTENANCE -----	67	6.02	6.55	4.90- 6.84	-	-	-	-	1	-	6	1	1	2	-	3	7	2	9	-	15	14	-	-	-	-	1	5	-	-	-	-	
MANUFACTURING -----	37	6.28	6.55	5.95- 6.9	-	-	-	-	-	-	2	-	-	-	-	-	5	-	4	-	14	11	-	-	-	-	1	-	-	-	-	-	
NONMANUFACTURING -----	30	5.69	5.47	4.22- 6.74	-	-	-	-	1	-	4	1	1	2	-	3	2	2	5	-	1	3	-	-	-	-	-	-	-	-	-	5	
ELECTRICIANS, MAINTENANCE -----	268	6.66	6.62	5.95- 7.45	-	-	-	-	-	2	-	-	-	-	1	2	6	22	54	22	65	4	69	-	-	21	-	-	-	-	-	-	
MANUFACTURING -----	264	6.67	6.62	5.95- 7.45	-	-	-	-	-	2	-	-	-	-	1	2	6	20	52	22	65	4	69	-	-	21	-	-	-	-	-	-	
ENGINEERS, STATIONARY -----	135	5.97	5.95	4.71- 6.97	-	-	-	2	3	18	2	1	-	-	4	5	1	1	33	1	13	25	16	-	-	10	-	-	-	-	-	-	
MANUFACTURING -----	107	6.59	6.70	5.76- 6.97	-	-	-	-	-	-	-	-	-	-	4	5	1	1	33	-	12	25	16	-	-	10	-	-	-	-	-	-	
MACHINISTS, MAINTENANCE -----	148	6.14	5.78	5.75- 6.67	-	-	-	4	-	-	-	-	-	-	-	-	12	18	66	-	25	1	10	-	-	-	12	-	-	-	-	-	
MANUFACTURING -----	148	6.14	5.78	5.75- 6.67	-	-	-	4	-	-	-	-	-	-	-	-	12	18	66	-	25	1	10	-	-	-	12	-	-	-	-	-	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	504	6.41	7.12	5.52- 7.27	-	-	-	-	8	-	4	4	-	9	2	22	65	14	26	20	75	67	177	-	-	11	-	-	-	-	-	-	
MANUFACTURING -----	73	5.88	5.76	4.71- 6.64	-	-	-	-	-	-	-	4	-	-	2	15	10	1	6	8	19	-	-	-	-	8	-	-	-	-	-	-	
NONMANUFACTURING -----	431	6.50	7.13	5.99- 7.37	-	-	-	-	8	-	4	-	-	9	-	7	55	13	20	12	56	67	177	-	-	3	-	-	-	-	-	-	
PUBLIC UTILITIES -----	381	6.72	7.18	6.42- 7.37	-	-	-	-	-	-	-	-	-	-	-	-	55	10	1	12	56	67	177	-	-	3	-	-	-	-	-	-	
MECHANICS, MAINTENANCE -----	1,157	5.74	5.72	5.01- 6.64	-	-	-	20	8	12	18	19	16	29	38	27	127	250	208	32	197	8	148	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	1,157	5.74	5.72	5.01- 6.64	-	-	-	20	8	12	18	19	16	29	38	27	127	250	208	32	197	8	148	-	-	-	-	-	-	-	-	-	
MILLWRIGHTS -----	102	6.79	6.62	5.72- 8.54	-	-	-	-	-	2	-	-	-	-	-	4	3	-	37	-	21	-	-	-	-	35	-	-	-	-	-	-	
MANUFACTURING -----	102	6.79	6.62	5.72- 8.54	-	-	-	-	-	2	-	-	-	-	-	4	3	-	37	-	21	-	-	-	-	35	-	-	-	-	-	-	
PAINTERS, MAINTENANCE -----	48	5.84	5.86	4.11- 6.47	-	-	-	-	-	-	-	12	1	-	-	1	1	5	8	-	11	-	-	5	1	-	3	-	-	-	-	-	
MANUFACTURING -----	37	5.59	5.76	3.85- 6.47	-	-	-	-	-	-	-	12	1	-	-	-	-	2	7	-	10	-	-	5	-	-	-	-	-	-	-	-	
PIPEFITTERS, MAINTENANCE -----	135	6.30	5.95	5.72- 6.67	-	-	-	-	-	-	-	-	-	-	1	-	-	-	76	-	47	-	-	-	-	11	-	-	-	-	-	-	
MANUFACTURING -----	135	6.30	5.95	5.72- 6.67	-	-	-	-	-	-	-	-	-	-	1	-	-	-	76	-	47	-	-	-	-	11	-	-	-	-	-	-	
TOOL AND DIE MAKERS -----	101	6.13	5.59	5.55- 6.47	-	-	-	-	-	-	-	-	-	-	-	-	10	42	13	2	10	12	-	-	-	-	12	-	-	-	-	-	
MANUFACTURING -----	101	6.13	5.59	5.55- 6.46	-	-	-	-	-	-	-	-	-	-	-	-	10	42	13	2	10	12	-	-	-	-	12	-	-	-	-	-	

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Memphis, Tenn.—
Ark.—Miss., November 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00 and under	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	8.60	9.00
ALL WORKERS					9	-	-	-	-	-	-	1	12	1	8	1	-	9	1	40	2	7	13	1	-	-	-	-	-	-
GUARDS AND WATCHMEN: MANUFACTURING	105	\$ 4.78	\$ 5.03	\$ 4.18- 5.00	-	-	-	-	-	-	-	1	12	1	8	1	-	9	1	40	2	7	13	1	-	-	-	-	-	-
GUARDS: MANUFACTURING	80	5.02	5.03	4.18- 6.00	-	-	-	-	-	-	-	1	12	1	8	1	-	9	1	24	2	7	13	1	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS: MANUFACTURING	1,938	2.72	2.12	2.10- 3.00	1012	146	112	119	55	51	83	31	25	22	36	9	5	176	30	1	6	11	-	8	-	-	-	-	-	-
NONMANUFACTURING	533	3.87	3.87	3.00- 4.69	6	7	8	71	41	18	68	27	16	20	24	8	-	166	30	-	4	11	-	8	-	-	-	-	-	-
PUBLIC UTILITIES	1,405	2.28	2.10	2.10- 2.22	1006	139	104	48	14	33	15	4	9	2	12	1	5	10	-	1	2	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING: MANUFACTURING	1,914	3.64	3.32	2.80- 4.03	13	44	235	171	212	176	216	92	138	50	130	54	15	90	2	22	129	39	4	72	10	-	-	-	-	-
NONMANUFACTURING	1,220	3.85	3.44	2.81- 4.41	-	11	120	107	159	35	151	64	108	12	114	31	13	65	-	1	114	39	4	72	-	-	-	-	-	-
ORDER FILLERS: MANUFACTURING	845	3.95	3.32	2.86- 4.61	-	4	82	107	54	78	126	39	56	21	34	28	4	6	17	6	-	16	140	-	27	-	-	-	-	-
NONMANUFACTURING	184	3.67	3.47	2.55- 4.07	-	-	48	5	14	11	7	16	24	3	24	6	-	-	-	-	-	16	-	-	10	-	-	-	-	-
PACKERS, SHIPPING: MANUFACTURING	661	4.03	3.32	2.96- 4.94	-	4	34	102	40	67	119	23	32	18	10	22	4	6	17	6	-	-	140	-	17	-	-	-	-	-
NONMANUFACTURING	568	3.90	3.35	2.65- 4.06	15	48	52	53	55	17	52	47	74	2	20	2	-	1	5	-	40	-	-	1	66	4	14	-	-	-
RECEIVING CLERKS: MANUFACTURING	284	3.82	3.48	2.65- 4.06	11	26	26	12	40	4	1	30	54	-	18	-	-	-	-	-	40	-	-	1	3	4	14	-	-	-
NONMANUFACTURING	284	3.98	3.32	2.65- 4.16	4	22	26	41	15	13	51	17	20	2	2	2	-	1	5	-	-	-	-	63	-	-	-	-	-	-
SHIPPING CLERKS: MANUFACTURING	204	4.56	4.32	3.50- 5.95	8	4	-	2	2	17	12	8	25	4	12	10	2	7	3	31	2	12	41	2	-	-	-	-	-	-
NONMANUFACTURING	63	4.32	4.30	3.60- 5.00	-	-	-	-	-	1	2	3	17	1	4	8	-	4	1	22	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS: MANUFACTURING	141	4.67	4.75	3.21- 6.44	8	4	-	2	2	16	10	5	8	3	8	2	2	3	2	9	2	12	41	2	-	-	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS): MANUFACTURING	136	4.87	4.68	3.28- 6.44	-	9	-	4	8	8	8	5	6	2	8	4	6	-	2	1	-	3	60	2	-	-	-	-	-	-
NONMANUFACTURING	46	4.27	4.03	3.45- 4.44	-	-	-	4	4	-	-	5	6	2	4	4	6	-	2	1	-	3	3	2	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO 4 TONS): MANUFACTURING	47	4.66	4.35	3.89- 5.42	-	11	-	-	-	-	-	-	-	-	-	12	1	4	-	-	8	-	-	-	3	4	-	-	-	-
NONMANUFACTURING	36	5.40	4.72	4.35- 5.85	-	-	-	-	-	-	-	-	-	-	-	12	1	4	-	-	8	-	-	-	3	4	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE): MANUFACTURING	2,112	5.33	5.43	3.51- 7.13	31	17	25	106	5	166	33	164	105	46	76	110	25	20	11	83	70	2	62	-	955	-	-	-	-	-
NONMANUFACTURING	406	4.18	4.25	3.51- 4.43	-	-	5	19	1	56	6	39	53	12	8	103	17	-	11	17	-	-	58	-	1	-	-	-	-	-
PUBLIC UTILITIES	1,706	5.61	7.13	3.70- 7.13	31	17	20	87	4	110	27	125	52	34	68	7	8	20	-	66	70	2	4	-	954	-	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS): MANUFACTURING	941	7.05	7.13	7.13- 7.13	-	-	-	-	-	18	-	-	-	-	-	-	-	-	-	-	1	-	-	-	922	-	-	-	-	-
NONMANUFACTURING	217	3.28	3.24	2.60- 3.70	22	14	17	17	4	28	12	13	53	11	9	1	4	-	-	6	2	2	-	-	2	-	-	-	-	-
PUBLIC UTILITIES	28	3.90	3.55	3.36- 4.44	-	-	1	2	-	-	4	8	1	2	-	-	4	-	-	6	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO 4 TONS): MANUFACTURING	189	3.19	3.00	2.58- 3.71	22	14	16	15	4	28	8	5	52	9	9	1	-	-	-	-	2	2	-	-	2	-	-	-	-	-
NONMANUFACTURING	669	4.79	4.15	3.30- 7.13	9	3	8	37	1	105	7	79	10	31	50	10	-	20	11	77	-	-	10	-	201	-	-	-	-	-
PUBLIC UTILITIES	124	3.84	3.45	3.00- 4.91	-	-	4	17	1	35	-	7	10	6	8	4	-	-	11	11	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE): MANUFACTURING	545	5.01	4.60	3.43- 7.13	9	3	4	20	-	70	7	72	-	25	42	6	-	20	-	66	-	-	-	-	201	-	-	-	-	-
NONMANUFACTURING	207	7.01	7.13	7.13- 7.13	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	201	-	-	-	-	-
PUBLIC UTILITIES	1,070	6.15	7.13	5.43- 7.13	-	-	-	52	-	33	14	68	42	4	17	-	21	-	-	-	68	-	-	-	-	751	-	-	-	-
NONMANUFACTURING	102	3.59	3.60	3.51- 3.73	-	-	-	-	-	21	2	20	42	4	-	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-
PUBLIC UTILITIES	968	6.42	7.13	7.03- 7.13	-	-	-	52	-	12	12	48	-	-	17	-	8	-	-	-	68	-	-	-	-	751	-	-	-	-
NONMANUFACTURING	733	7.06	7.13	7.13- 7.13	-	-	-	-	-	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	721	-	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Memphis, Tenn.—
Ark.—Miss., November 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Memphis, Tenn.—Ark.—Miss., November 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN			MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	124	\$ 4.63	PACKERS, SHIPPING -----	369	\$ 4.41
MANUFACTURING -----	118	4.63	MANUFACTURING -----	168	4.54
CARPENTERS, MAINTENANCE -----	57	6.02	NONMANUFACTURING -----	201	4.31
MANUFACTURING -----	37	6.28	RECEIVING CLERKS -----	190	4.71
NONMANUFACTURING -----	30	5.69	MANUFACTURING -----	61	4.29
ELECTRICIANS, MAINTENANCE -----	268	6.66	NONMANUFACTURING -----	129	4.90
MANUFACTURING -----	264	6.67	SHIPPING CLERKS -----	121	5.07
ENGINEERS, STATIONARY -----	135	5.97	MANUFACTURING -----	40	4.19
MANUFACTURING -----	107	6.59	SHIPPING AND RECEIVING CLERKS -----	47	4.66
MACHINISTS, MAINTENANCE -----	148	6.14	MANUFACTURING -----	36	5.40
MANUFACTURING -----	148	6.14	TRUCKDRIVERS -----	2,112	5.33
MECHANICS, AUTOMOTIVE -----			MANUFACTURING -----	406	4.18
(MAINTENANCE) -----	496	6.43	NONMANUFACTURING -----	1,706	5.61
MANUFACTURING -----	65	6.02	PUBLIC UTILITIES -----	941	7.05
NONMANUFACTURING -----	431	6.50	TRUCKDRIVERS, LIGHT (UNDER		
PUBLIC UTILITIES -----	381	6.72	1-1/2 TONS) -----	217	3.28
MECHANICS, MAINTENANCE -----	1,113	5.75	MANUFACTURING -----	28	3.90
MANUFACTURING -----	1,113	5.75	NONMANUFACTURING -----	189	3.19
MILLWRIGHTS -----	102	6.79	TRUCKDRIVERS, MEDIUM (1-1/2 TO		
MANUFACTURING -----	102	6.79	AND INCLUDING 4 TONS) -----	669	4.79
PAINTERS, MAINTENANCE -----	48	5.84	MANUFACTURING -----	124	3.84
MANUFACTURING -----	37	5.59	NONMANUFACTURING -----	545	5.01
PIPEFITTERS, MAINTENANCE -----	135	6.30	PUBLIC UTILITIES -----	207	7.01
MANUFACTURING -----	135	6.30	TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
TOOL AND DIE MAKERS -----			TRAILER TYPE) -----	1,070	6.15
MANUFACTURING -----	101	6.13	MANUFACTURING -----	102	3.59
	101	6.13	NONMANUFACTURING -----	968	6.42
MATERIAL MOVEMENT AND CUSTODIAL			PUBLIC UTILITIES -----	733	7.06
OCCUPATIONS - MEN			TRUCKDRIVERS, HEAVY (OVER 4 TONS,		
GUARDS AND WATCHMEN:			OTHER THAN TRAILER TYPE) -----	151	4.88
MANUFACTURING -----	105	4.78	MANUFACTURING -----	151	4.88
GUARDS:			TRUCKERS, POWER (FORKLIFT) -----	1,497	4.82
MANUFACTURING -----	80	5.02	MANUFACTURING -----	1,168	5.02
JANITORS, PORTERS, AND CLEANERS ---	1,233	2.93	NONMANUFACTURING -----	329	4.07
MANUFACTURING -----	464	3.92	PUBLIC UTILITIES -----	149	4.30
NONMANUFACTURING -----	769	2.33	MATERIAL MOVEMENT AND CUSTODIAL		
LABORERS, MATERIAL HANDLING -----			OCCUPATIONS - WOMEN		
MANUFACTURING -----	1,845	3.62	JANITORS, PORTERS, AND CLEANERS ---	705	2.34
NONMANUFACTURING -----	1,157	3.83	MANUFACTURING -----	69	3.53
DRIVER FILLS -----	688	3.27	NONMANUFACTURING -----	636	2.21
PACKERS, SHIPPING -----	556	4.39	DRIVER FILLS -----	289	3.12
MANUFACTURING -----	125	4.14	NONMANUFACTURING -----	230	3.23
NONMANUFACTURING -----	431	4.46	PACKERS, SHIPPING -----	199	2.94
			MANUFACTURING -----	116	2.76
			NONMANUFACTURING -----	83	3.19

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4 and A-5, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Memphis, Tenn.—Ark.—Miss., for selected periods

Industry and occupational group	November 1972 to November 1973	November 1973 to November 1974	November 1974 to November 1975
All industries:			
Office clerical (men and women).....	8.2	8.7	7.6
Electronic data processing (men and women).....	*	6.7	4.1
Industrial nurses (men and women).....	12.0	10.9	8.7
Skilled maintenance trades (men).....	8.2	8.5	9.2
Unskilled plant workers (men).....	7.3	11.8	9.0
Manufacturing:			
Office clerical (men and women).....	5.6	9.9	8.6
Electronic data processing (men and women).....	*	**	**
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	7.9	8.4	9.5
Unskilled plant workers (men).....	6.7	10.9	9.1
Nonmanufacturing:			
Office clerical (men and women).....	9.2	8.3	7.3
Electronic data processing (men and women).....	*	6.6	3.5
Industrial nurses (men and women).....	**	**	**
Skilled maintenance trades (men).....	**	**	**
Unskilled plant workers (men).....	7.5	12.5	9.6

* Data not available.

** Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hires, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Keypunch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators, classes A and B
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

**Establishments and workers within scope of survey and number studied
in Memphis, Tenn.—Ark.—Miss.,¹ November 1975**

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions	-	661	189	123,882	100	70,773
Manufacturing	50	237	70	51,758	42	28,738
Nonmanufacturing	-	424	119	72,124	58	42,035
Transportation, communication, and other public utilities ⁵	50	68	25	14,869	12	9,834
Wholesale trade ⁶	50	104	20	11,568	9	4,169
Retail trade ⁶	50	122	31	24,115	20	15,520
Finance, insurance, and real estate ⁶	50	53	15	8,945	7	5,317
Services ^{6 7}	50	77	28	12,627	10	7,195

¹ The Memphis Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Shelby and Tipton Counties, Tenn.; Crittenden County, Ark.; and DeSoto County, Miss. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Memphis' electric and gas utilities are municipally operated and are excluded by definition from the scope of the study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference cards. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train experienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSAGESENDER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new program required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of program with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instruction and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions or machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior operations so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment,

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MAINTENANCE AND POWERPLANT

ENGINEER, STATIONARY—Continued

steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, speeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body parts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship, or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in tapping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as gears and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, carrying arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, or illegal entry.

PAINTER, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises in an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other waste; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (merchandise) against receiving documents, noting and reporting discrepancies and obvious damage; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price ¹	Area	Bulletin number and price ²
Kron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Bellings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Birmingham, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Cattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
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Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Foca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville-Spartanburg, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Intersville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1975	1850-81, 45 cents	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Jansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1975 ¹	1850-84, 75 cents	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1974	Suppl. Free	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Macbourn-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1975	1850-85, 45 cents	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.
¹ Data on establishment practices and supplementary wage provisions are also presented.
² No longer surveyed.
³ To be surveyed.

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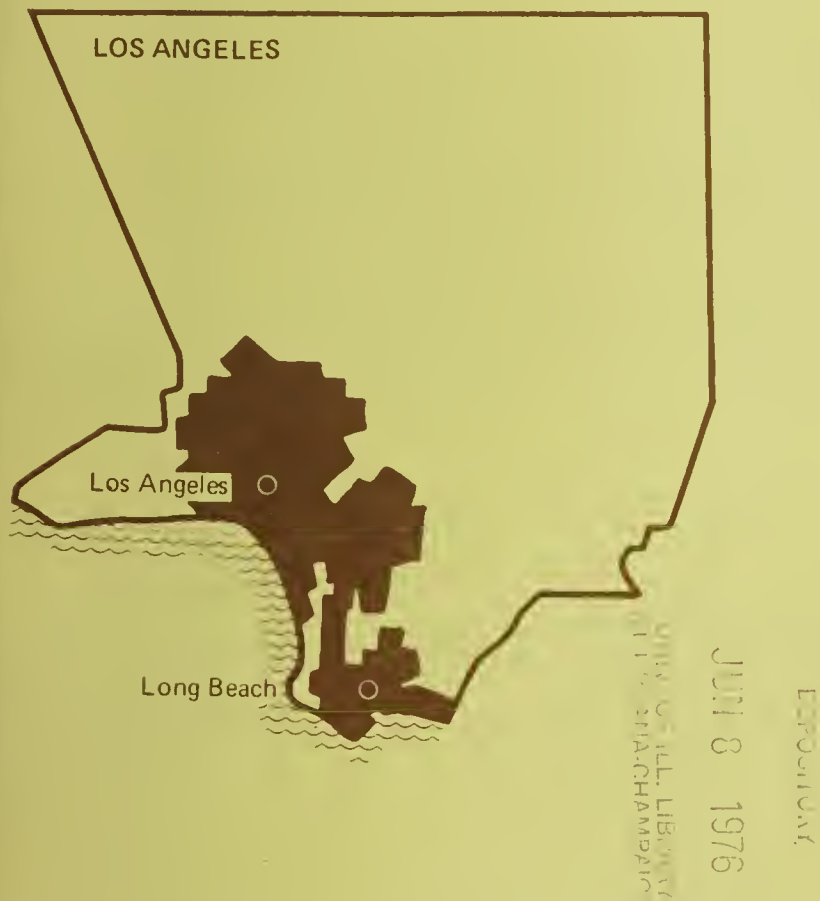
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26-86
AREA WAGE SURVEY

**Los Angeles—Long Beach, California,
Metropolitan Area, October 1975**

Bulletin 1850-86



U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of an October 1975 survey of occupational earnings and supplementary wage benefits in the Los Angeles-Long Beach, California, Standard Metropolitan Statistical Area (Los Angeles County). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Los Angeles-Long Beach survey was conducted by the Bureau's regional office in San Francisco, Calif., under the general direction of Milton Keenan, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

Note:

Current reports on occupational earnings and supplementary wage provisions in the Los Angeles area are also available for the refuse hauling industry (October 1975). Reports on men's shirts (June 1974) and contract cleaning services (July 1974) are available for the combined Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove area. Also available are listings of union wage rates for building trades, printing trades, local transit operating employees, local truckdrivers and helpers, and grocery store employees. Free copies of these are available from the Bureau's regional offices. (See back cover for addresses.)

AREA WAGE SURVEY

Bulletin 1850-86
May 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Los Angeles—Long Beach, California, Metropolitan Area, October 1975

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BLS Regional Offices listed on back cover. Price \$1. 15. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by personal visits of Bureau field economists to representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial and material movement. In the 31 largest survey areas, tables A-1a through A-6a provide similar data for establishments employing 500 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled

maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

B-series tables

The B-series tables present information on minimum entrance salaries for office workers; late-shift pay provisions and practices for plant workers in manufacturing; and data separately for plant and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; and health, insurance, and pension plans.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey and information on the area's industrial composition in manufacturing. It also provides information on labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

Earnings

Table A-1. Weekly earnings of office workers in Los Angeles—Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Los Angeles—Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320			
						and under 90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	over			
ALL WORKERS-- CONTINUED			\$	\$	\$																								
CLERKS, PAYROLL -----	1,523	39.5	182.00	176.50	155.50-201.50	-	17	-	33	25	80	127	165	147	243	157	127	57	101	102	34	31	28	29	20	-	-		
MANUFACTURING -----	615	39.5	180.00	180.00	154.50-195.00	-	-	-	-	3	36	51	79	67	70	95	70	29	49	30	13	10	5	-	-	-	-		
NONMANUFACTURING -----	908	39.5	183.00	176.00	155.50-211.00	-	17	-	33	22	44	76	86	80	173	62	49	28	52	72	21	21	23	29	20	-	-		
PUBLIC UTILITIES -----	113	39.5	210.50	179.00	170.00-281.00	-	-	-	1	2	1	2	19	3	30	2	4	1	3	-	1	7	8	29	-	-	-		
WHOLESALE TRADE -----	200	39.5	191.00	184.00	172.50-221.00	-	-	-	-	-	26	7	9	53	9	0	20	2	49	19	-	-	-	-	-	-	-		
RETAIL TRADE -----	155	40.0	170.50	170.00	137.50-188.50	-	-	-	28	3	10	9	14	10	29	15	12	-	1	-	1	12	11	-	-	-	-		
FINANCE -----	138	38.5	154.00	155.00	147.00-167.00	-	8	-	4	13	4	30	30	19	13	3	10	-	4	-	-	-	-	-	-	-	-		
SERVICES -----	212	39.0	169.00	172.50	157.50-186.50	-	9	-	-	4	29	6	15	36	44	30	14	-	25	-	-	-	-	-	-	-	-		
MOTION PICTURES -----	90	40.0	229.50	226.00	205.50-263.00	-	-	-	-	-	-	3	1	3	4	3	3	7	17	23	-	2	4	-	20	-	-		
KEYPUNCH OPERATORS, CLASS A -----	3,602	39.0	168.00	163.00	149.50-183.00	-	-	-	10	224	232	465	604	721	343	331	155	89	186	126	48	57	11	-	-	-	-		
MANUFACTURING -----	1,147	39.5	176.00	168.00	157.50-193.00	-	-	-	-	37	90	125	196	130	76	97	115	57	74	100	34	16	-	-	-	-	-		
NONMANUFACTURING -----	2,455	39.0	164.50	161.00	147.50-173.50	-	-	-	10	187	142	340	408	591	267	234	40	32	112	26	14	41	11	-	-	-	-		
PUBLIC UTILITIES -----	300	40.0	177.00	171.50	154.00-195.50	-	-	-	-	-	1	46	54	41	31	47	9	10	43	14	-	4	-	-	-	-	-		
WHOLESALE TRADE -----	644	39.5	173.50	167.00	160.00-183.00	-	-	-	6	6	36	26	31	241	97	105	2	14	55	4	-	13	8	-	-	-	-		
RETAIL TRADE -----	315	40.0	169.50	163.00	142.00-176.50	-	-	-	-	9	51	43	39	45	57	8	3	-	11	8	14	24	3	-	-	-	-		
FINANCE -----	717	38.0	153.00	154.00	143.00-165.50	-	-	-	4	142	23	139	147	145	43	60	14	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	456	39.0	156.00	157.00	146.00-165.00	-	-	-	-	30	31	86	136	116	39	11	6	1	-	-	-	-	-	-	-	-	-		
MOTION PICTURES -----	23	39.0	194.00	196.00	184.00-209.50	-	-	-	-	-	-	-	1	3	-	3	0	7	3	-	-	-	-	-	-	-	-		
KEYPUNCH OPERATORS, CLASS B -----	4,034	39.5	153.50	147.50	132.50-168.00	-	27	149	234	427	741	650	489	335	290	123	131	121	185	36	10	84	-	2	-	-	-		
MANUFACTURING -----	1,072	39.5	155.50	147.50	134.00-163.00	-	10	15	39	90	241	234	139	63	26	14	14	7	140	32	-	6	-	2	-	-	-		
NONMANUFACTURING -----	2,962	39.5	152.50	147.50	131.00-170.00	-	17	134	195	337	500	416	350	272	264	109	117	114	45	4	10	78	-	-	-	-	-		
PUBLIC UTILITIES -----	276	40.0	183.00	187.00	160.00-209.50	-	-	-	-	12	19	12	25	34	12	30	30	51	45	-	6	-	-	-	-	-	-		
WHOLESALE TRADE -----	1,089	40.0	157.50	150.00	136.00-165.00	-	-	42	18	67	192	200	210	122	32	62	13	51	-	2	-	78	-	-	-	-	-		
RETAIL TRADE -----	500	39.5	140.50	140.00	120.00-153.00	-	9	36	55	47	100	119	15	56	50	-	4	-	-	-	4	-	-	-	-	-	-		
FINANCE -----	657	38.5	146.00	144.00	126.50-164.50	-	-	28	79	89	120	51	83	47	160	-	-	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	332	39.0	127.50	120.00	120.00-136.00	-	8	28	43	122	69	34	17	11	-	-	-	-	-	-	-	-	-	-	-	-	-		
MOTION PICTURES -----	108	40.0	192.50	194.00	188.00-190.50	-	-	-	-	-	-	-	-	2	10	17	65	12	-	2	-	-	-	-	-	-	-		
MESSENGERS -----	1,283	39.0	124.00	117.50	102.00-132.50	22	123	235	344	202	111	83	47	31	26	15	13	15	14	1	1	-	-	-	-	-	-		
MANUFACTURING -----	261	39.5	132.50	123.00	107.50-153.50	-	48	44	29	48	11	15	9	9	19	6	8	8	6	1	-	-	-	-	-	-	-		
NONMANUFACTURING -----	1,022	39.0	121.50	115.00	107.00-130.50	22	75	191	315	154	100	68	38	22	7	9	5	7	8	-	1	-	-	-	-	-	-		
WHOLESALE TRADE -----	137	40.0	125.50	115.00	108.00-132.50	-	6	30	41	13	18	11	-	16	-	-	-	2	-	-	-	-	-	-	-	-	-		
FINANCE -----	530	38.5	115.50	112.50	103.50-126.50	22	52	124	136	95	59	32	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	108	38.5	131.50	126.50	115.50-149.50	-	3	7	40	10	12	12	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
SECRETARIES -----	21,397	39.5	195.50	192.00	169.00-219.50	-	-	18	68	189	499	1438	1189	2082	2595	2222	2203	1931	1629	1337	1294	1463	787	254	159	40	40		
MANUFACTURING -----	8,281	39.5	203.50	198.00	173.00-230.00	-	-	-	-	10	107	398	443	720	865	732	925	870	673	618	581	869	460	126	72	12	12		
NONMANUFACTURING -----	13,116	39.0	190.50	186.50	165.00-212.50	-	-	18	68	179	392	1040	748	1382	1730	1490	1270	1281	956	719	713	594	327	128	87	28	28		
PUBLIC UTILITIES -----	1,386	39.5	211.00	207.00	174.00-239.00	-	-	-	-	2	9	75	92	83	106	137	82	122	68	73	231	111	142	32	13	8	5		
WHOLESALE TRADE -----	1,689	39.5	192.00	185.00	166.00-210.50	-	-	-	-	-	40	115	26	274	239	236	170	146	122	74	97	77	38	13	9	5	5		
RETAIL TRADE -----	1,019	39.5	185.00	184.00	161.00-208.00	-	-	18	18	45	44	65	57	74	137	123	100	108	46	20	27	105	21	3	-	-	-		
FINANCE -----	4,369	39.0	178.00	175.00	157.50-195.50	-	-	-	47	42	164	495	418	604	742	600	390	308	192	70	141	71	55	24	-	-	-		
SERVICES -----	3,771	39.0	191.50	192.00	164.00-215.00	-	-	-	3	90	135	288	149	304	453	353	441	470	344	278	191	184	42	45	1	-	-		
MOTION PICTURES -----	882	39.5	221.00	213.50	200.00-226.00	-	-	-	-	-	-	2	4	23	53	41	73	107	184	204	26	46	29	11	64	15	15		
SECRETARIES, CLASS A -----	1,416	39.5	233.50	240.00	207.00-253.00	-	-	-	-	-	-	1	-	30	99	83	69	121	115	85	105	398	149	107	21	33	33		
MANUFACTURING -----	643	40.0	239.00	245.00	214.50-255.00	-	-	-	-	-	-	-	-	30	15	9	11	53	45	48	4	241	72	57	13	6	6		
NONMANUFACTURING -----	773	39.0	229.00	227.00	198.00-253.00	-	-	-	-	-	-	-	1	-	-	84	74	58	08	70	37	62	157	77	50	8	27		
WHOLESALE TRADE -----	156	39.5	218.00	211.50	184.50-241.00	-	-	-	-	-	-	-	-	-	12	56	-	1	17	-	25	24	15	-	2	4	4		
RETAIL TRADE -----	114	38.5	237.00	230.00	219.00-253.00	-	-	-	-	-	-	-	-	-	1	13	2	12	1	-	4	74	7	-	-	-	-		
FINANCE -----	191	38.5	216.00	213.00	198.00-234.50	-	-	-	-	-	-	-	-	-	42	1	21	18	32	13	22	16	26	-	-	-	-		
SERVICES -----	171	39.0	227.50	222.50	191.00-257.00	-	-	-	-	-	-	1	-	-	27	-	33	10	8	10	8	32	18	23	1	-	-		

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Los Angeles—Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																								
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340 and over			
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	over				
ALL WORKERS-- CONTINUED																														
SECRETARIES - CONTINUED																														
SECRETARIES, CLASS B -----	4,021	39.5	\$ 219.50	\$ 220.00	\$ 195.50-241.50	-	-	-	-	74	37	93	138	201	226	317	452	459	433	528		508	375	96	77	7				
MANUFACTURING -----	1,850	39.5	229.00	229.50	207.00-246.00	-	-	-	-	-	5	-	69	33	72	101	214	225	209	343		242	248	44	39	6				
NONMANUFACTURING -----	2,171	39.0	211.50	211.50	185.50-236.00	-	-	-	-	-	74	32	93	69	168	154	216	238	234	224	185	266	127	52	38	1				
PUBLIC UTILITIES -----	231	39.5	236.00	234.00	201.50-270.00	-	-	-	-	-	2	1	2	1	2	22	8	32	11	24	16	27	65	10	8	-				
WHOLESALE TRADE -----	461	39.5	206.00	200.00	178.50-228.00	-	-	-	-	-	20	-	-	44	54	36	50	43	60	33	39	41	19	8	7	1				
FINANCE -----	737	38.5	203.50	203.50	185.00-219.50	-	-	-	-	-	-	-	43	11	91	80	112	119	99	51	61	55	10	5	-					
SERVICES -----	611	39.5	212.50	224.50	191.50-244.00	-	-	-	-	46	30	45	6	11	11	30	32	58	105	62	124	24	22	-	-	-				
MOTION PICTURES -----	79	39.5	245.50	240.00	212.50-300.00	-	-	-	-	-	-	-	1	-	4	1	1	12	6	10	3	12	2	4	23	-				
SECRETARIES, CLASS C -----	7,650	39.5	197.50	195.50	175.00-217.50	-	-	-	2	29	63	283	262	679	1076	859	1141	897	645	499	481	432	191	51	60	-				
MANUFACTURING -----	3,004	39.5	203.00	197.00	174.50-221.50	-	-	-	5	7	66	46	169	460	325	576	261	285	193	137	300	129	25	20	-					
NONMANUFACTURING -----	4,646	39.0	194.00	193.50	172.50-212.50	-	-	-	2	24	56	217	216	510	616	534	565	636	360	306	344	132	62	26	40	-				
PUBLIC UTILITIES -----	654	39.5	211.50	211.50	184.00-239.00	-	-	-	-	-	42	26	25	45	66	53	57	39	34	150	62	53	2	-	-					
WHOLESALE TRADE -----	532	40.0	188.50	184.00	171.00-200.50	-	-	-	-	20	-	17	95	111	60	85	52	35	16	22	11	3	5	-	-					
RETAIL TRADE -----	249	40.0	194.00	195.00	170.00-212.00	-	-	-	-	3	1	8	18	18	41	12	38	38	23	12	18	15	4	-	-					
FINANCE -----	1,640	39.0	177.00	175.00	162.00-190.00	-	-	-	-	21	19	138	140	313	328	286	182	128	41	5	20	-	-	19	-					
SERVICES -----	1,314	39.0	202.50	204.50	191.00-219.00	-	-	-	2	-	16	29	13	56	77	105	200	310	198	162	119	27	-	-	-	-				
MOTION PICTURES -----	257	40.0	228.00	225.00	201.50-232.00	-	-	-	-	-	-	-	2	3	14	5	7	51	24	77	15	17	2	-	40	-				
SECRETARIES, CLASS D -----	8,167	39.5	175.00	172.50	154.00-191.00	-	-	18	66	160	362	1109	830	1215	1206	1030	640	452	400	312	173	121	72	-	1	-				
MANUFACTURING -----	2,708	39.5	177.00	171.00	155.50-192.00	-	-	-	5	100	327	397	449	354	320	207	133	108	161	54	82	11	-	-	-					
NONMANUFACTURING -----	5,459	39.5	174.00	172.50	152.00-191.00	-	-	18	66	155	262	782	433	766	852	710	433	319	292	151	119	39	61	-	1	-				
PUBLIC UTILITIES -----	425	39.0	190.00	179.00	160.00-225.50	-	-	-	2	7	32	64	57	58	45	19	9	16	12	64	21	18	-	1	-					
WHOLESALE TRADE -----	477	40.0	176.50	172.50	161.00-195.50	-	-	-	-	-	107	5	118	52	66	31	50	10	25	11	1	1	-	-	-					
FINANCE -----	1,798	39.0	165.00	161.50	147.50-179.00	-	-	-	47	21	145	357	235	280	281	233	81	43	20	1	35	-	19	-	-					
SERVICES -----	1,675	39.0	171.50	172.50	152.50-187.00	-	-	-	1	90	73	228	91	242	338	237	173	118	80	1	2	1	-	-	-					
MOTION PICTURES -----	480	39.5	207.50	210.00	195.00-224.50	-	-	-	-	-	-	2	1	20	34	35	65	41	144	105	6	7	20	-	-	-				
PHOTOGRAPHERS, GENERAL -----	1,440	39.5	168.00	166.00	135.50-192.50	-	-	11	32	199	198	113	97	119	129	148	70	91	86	83	32	24	8	-	-	-				
MANUFACTURING -----	339	40.0	182.00	185.00	160.00-204.00	-	-	-	-	14	16	3	23	69	27	53	35	30	39	27	3	-	-	-	-	-				
NONMANUFACTURING -----	1,101	39.5	163.50	155.00	132.50-187.50	-	-	11	32	185	182	110	74	50	102	95	35	61	47	56	29	24	8	-	-	-				
PUBLIC UTILITIES -----	369	39.5	195.00	187.50	171.50-220.00	-	-	-	-	26	9	33	21	21	76	20	18	40	47	26	24	8	-	-	-	-				
FINANCE -----	239	39.0	132.50	131.00	125.50-140.00	-	-	11	10	90	65	41	16	4	2	-	-	-	-	-	-	-	-	-	-	-				
PHOTOGRAPHERS, SENIOR -----	2,644	39.5	178.00	173.00	153.00-200.00	-	-	-	17	68	193	279	297	364	238	195	320	239	120	134	129	33	12	-	-	-				
MANUFACTURING -----	776	40.0	199.00	199.50	181.50-222.50	-	-	-	4	6	36	26	55	65	72	127	71	93	103	110	6	2	-	-	-	-				
NONMANUFACTURING -----	1,868	39.5	169.00	164.00	149.50-191.50	-	-	-	17	64	187	243	271	309	173	123	199	168	27	31	19	27	10	-	-	-				
WHOLESALE TRADE -----	186	40.0	181.00	182.00	167.00-195.00	-	-	-	-	-	14	16	29	25	30	60	3	-	3	1	5	-	-	-	-	-				
FINANCE -----	821	39.5	151.00	149.50	134.00-161.00	-	-	-	17	60	165	181	183	96	49	25	17	28	-	-	-	-	-	-	-	-				
SERVICES -----	676	39.5	179.00	175.00	161.00-199.00	-	-	-	-	4	22	47	72	162	64	55	81	127	15	10	12	5	-	-	-	-				
MOTION PICTURES -----	115	40.0	195.00	187.50	177.00-213.00	-	-	-	-	-	-	-	-	10	35	13	17	6	11	14	4	5	-	-	-	-				
TELETYPE OPERATORS -----	2,099	39.5	150.50	143.50	124.50-172.00	-	-	68	193	114	301	313	205	181	146	112	142	91	63	47	71	36	9	7	-	-				
MANUFACTURING -----	459	39.5	174.00	176.50	143.50-200.50	-	-	-	52	58	23	55	31	28	55	39	34	21	36	25	-	2	-	-	-	-				
NONMANUFACTURING -----	1,640	39.5	144.00	138.00	120.00-163.00	-	-	68	193	114	249	255	182	126	115	84	87	52	29	26	35	11	9	5	-	-				
PUBLIC UTILITIES -----	185	39.0	193.00	199.00	166.50-216.50	-	-	-	-	1	2	25	13	9	13	21	11	24	24	20	11	6	5	-	-	-				
WHOLESALE TRADE -----	166	40.0	147.00	157.50	127.00-167.50	-	-	32	-	-	33	1	11	11	48	4	13	0	2	2	-	1	-	-	-	-				
RETAIL TRADE -----	224	40.0	142.00	142.00	120.00-154.00	-	-	-	15	13	30	44	42	16	12	-	8	-	-	-	-	2	-	-	-	-				
FINANCE -----	433	39.5	131.00	132.50	118.00-141.50	-	-	20	35	73	58	133	48	47	18	1	-	-	-	-	-	-	-	-	-	-				
SERVICES -----	542	39.0	131.00	126.50	108.50-142.50	-	-	16	143	28	127	74	53	11	13	47	24	0	-	-	-	-	-	-	-	-				
MOTION PICTURES -----	90	39.0	187.00	184.00	177.00-192.50	-	-	-	-	-	1	3	2	11	7	29	21	3	-	13	-	-	-	-	-	-				

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Los Angeles—Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																													
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 320 and over								
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320	over									
ALL WORKERS-- CONTINUED																																			
SWITCHBOARD OPERATOR-RECEPTIONISTS-- MANUFACTURING -----	2,134 717	39.5 40.0	\$ 146.50 140.00	\$ 138.00 131.00	\$ 126.50-162.00 122.00-157.00	-	-	81	225	503	311	279	165	146	127	97	43	66	23	7	11	37	13	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,417	39.5	149.50	141.00	126.50-167.00	-	-	69	127	303	182	189	112	117	82	69	42	55	13	1	7	36	13	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	499	39.5	157.50	149.50	126.00-179.00	-	-	-	6	128	40	94	34	26	48	36	20	43	10	-	1	13	-	-	-	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	228	39.5	136.50	128.00	120.00-150.00	-	-	12	39	68	48	-	32	3	3	12	-	-	-	-	1	6	4	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	325	38.5	142.00	138.00	126.50-145.00	-	-	40	36	41	57	72	20	35	5	-	-	-	-	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	262	39.5	143.00	132.60	120.00-165.50	-	-	17	44	45	32	22	8	53	21	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS R -----	154	40.0	207.50	214.50	191.50-218.50	-	-	-	1	-	3	1	6	9	8	10	13	1	65	15	-	20	2	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	118	40.0	204.00	214.50	192.00-218.50	-	-	-	1	-	3	1	6	4	3	10	13	1	65	3	-	8	-	-	-	-	-	-	-	-	-	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	534	38.0	148.00	141.00	120.00-159.50	-	-	5	35	100	103	90	68	60	14	1	8	35	-	6	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	490	38.0	147.00	141.00	126.50-159.00	-	-	5	35	94	91	80	66	55	12	-	8	35	-	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	419	38.0	144.00	138.00	126.50-155.50	-	-	5	35	82	91	75	42	54	-	-	-	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS A -----	2,147	39.5	161.00	156.50	136.00-176.00	-	-	28	86	199	299	317	201	191	304	205	74	69	32	100	5	20	17	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	571	39.0	171.50	173.50	144.00-180.50	-	-	17	21	38	63	6	41	80	143	25	7	17	12	96	1	-	4	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,576	39.5	157.50	150.00	136.00-176.00	-	-	11	65	161	236	311	160	111	161	180	67	52	20	4	4	20	13	-	-	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	113	40.0	197.50	207.00	162.50-210.00	-	-	-	-	-	1	2	22	10	1	4	6	36	16	3	1	-	11	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	692	39.0	142.50	141.50	126.50-149.50	-	-	11	54	120	143	214	69	47	10	5	-	-	-	-	-	19	-	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	461	39.5	153.00	157.50	140.00-176.00	-	-	-	11	41	62	66	63	41	76	73	16	14	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPISTS, CLASS B -----	3,877	39.0	132.00	126.50	115.00-141.50	-	120	560	646	840	603	370	162	269	77	97	75	35	14	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	856	39.5	153.50	151.00	130.00-179.50	-	13	30	55	100	143	70	126	58	55	89	69	28	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	3,021	39.0	125.50	122.50	112.00-136.00	-	107	530	591	740	460	300	36	211	22	8	6	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	264	39.5	113.00	104.00	104.00-122.50	-	56	88	32	45	28	13	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	2,081	39.0	121.00	121.00	111.50-127.50	-	49	401	519	637	323	140	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
MOTION PICTURES -----	27	40.0	148.50	130.00	135.00-177.00	-	-	-	-	-	17	-	-	-	2	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Los Angeles—
Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320 and over							
						90	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	320								
ALL WORKERS			\$	\$	\$																												
CRKS, ACCOUNTING, CLASS A -----	2,570	39.5	178.50	170.00	153.50-196.00	-	-	12	27	80	157	254	285	413	439	203	81	139	64	112	104	111	44	41	4	-	-	-					
MANUFACTURING -----	1,128	40.0	185.00	175.00	161.00-200.00	-	-	-	-	10	46	65	127	182	239	129	30	58	29	60	36	70	15	28	4	-	-	-					
NONMANUFACTURING -----	1,442	39.5	173.00	168.50	148.00-191.00	-	-	12	27	70	111	189	158	231	200	74	51	81	35	52	68	51	29	13	-	-	-						
PUBLIC UTILITIES -----	238	39.5	197.00	194.50	169.00-222.50	-	-	-	-	4	9	23	30	25	21	11	44	9	9	34	7	13	2	-	-	-	-						
WHOLESALE TRADE -----	104	39.5	190.50	181.00	162.50-220.00	-	-	-	-	-	8	13	13	18	4	7	4	6	10	16	3	1	1	-	-	-	-						
RETAIL TRADE -----	535	40.0	166.50	160.00	144.00-176.00	-	-	-	9	53	51	93	29	111	95	12	7	5	4	10	11	21	14	10	-	-	-						
FINANCE -----	350	39.0	152.00	153.00	135.50-166.50	-	-	12	18	17	54	60	66	56	34	15	0	9	4	-	-	-	-	-	-	-	-						
SERVICES -----	119	40.0	169.50	167.00	150.00-183.00	-	-	-	-	2	16	23	20	25	9	12	10	2	-	-	-	-	-	-	-	-	-						
MOTION PICTURES -----	96	39.0	211.50	213.50	190.50-226.00	-	-	-	-	-	3	4	1	3	13	8	9	11	23	7	10	4	-	-	-	-	-						
CRKS, ACCOUNTING, CLASS B -----	2,609	39.5	155.50	145.00	125.00-180.00	-	117	179	154	253	409	282	328	132	100	58	30	177	179	43	48	89	23	-	-	-	-						
MANUFACTURING -----	616	39.5	147.00	141.50	132.00-153.00	-	-	2	8	119	157	91	146	29	11	19	2	8	-	19	1	-	4	-	-	-	-						
NONMANUFACTURING -----	1,993	39.5	158.50	149.00	125.00-204.50	-	117	177	146	134	252	191	182	103	89	39	30	169	179	24	47	89	19	-	-	-	-						
PUBLIC UTILITIES -----	543	40.0	189.00	204.50	165.00-212.00	-	-	2	5	7	9	53	49	21	67	21	23	124	137	4	8	9	4	-	-	-	-						
RETAIL TRADE -----	664	40.0	150.00	133.00	105.00-166.00	-	77	134	67	26	82	30	56	34	-	4	-	2	4	16	37	80	15	-	-	-	-						
FINANCE -----	220	38.5	125.00	128.50	107.00-138.00	-	40	20	24	35	49	22	12	14	2	2	-	-	-	-	-	-	-	-	-	-	-						
SERVICES -----	122	39.5	147.00	149.50	135.50-151.00	-	-	-	8	1	30	26	37	14	6	-	-	-	-	-	-	-	-	-	-	-	-						
MOTION PICTURES -----	116	40.0	203.50	205.00	195.50-213.00	-	-	-	-	-	-	-	-	4	10	4	11	43	34	4	2	-	-	-	-	-	-						
CRKS, FILE, CLASS B -----	434	38.5	138.00	125.50	112.00-140.50	-	-	97	76	86	55	38	3	3	6	4	10	7	7	5	17	12	2	-	-	-	-						
NONMANUFACTURING -----	425	38.5	138.00	125.50	112.50-140.00	-	-	97	75	86	55	30	3	3	6	4	10	7	7	5	17	12	2	-	-	-	-						
CRKS, FILE, CLASS C -----	566	39.5	122.00	113.50	101.00-134.00	36	95	118	100	53	49	13	27	17	28	9	10	-	4	7	-	-	-	-	-	-	-						
NONMANUFACTURING -----	415	39.0	113.00	104.50	94.50-118.50	36	93	118	78	25	23	4	14	4	5	2	5	-	1	7	-	-	-	-	-	-	-						
FINANCE -----	280	39.0	103.50	101.00	94.50-111.50	36	93	74	52	19	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-						
CRKS, ORDER -----	275	39.0	173.50	169.00	144.00-200.00	-	-	-	2	7	36	34	23	37	30	20	17	6	47	20	2	1	-	-	-	-	-						
MANUFACTURING -----	201	39.0	174.00	169.00	144.00-217.00	-	-	-	-	3	28	32	21	18	14	20	12	-	35	18	-	-	-	-	-	-	-						
CRKS, PAYROLL -----	577	39.5	183.50	180.00	155.50-212.50	-	17	-	4	20	34	50	41	48	71	66	41	25	55	30	16	31	24	4	-	-	-						
MANUFACTURING -----	233	39.5	192.50	188.00	175.00-217.00	-	-	-	-	13	16	8	15	26	48	8	20	36	17	13	10	5	-	-	-	-	-						
NONMANUFACTURING -----	344	39.5	177.00	170.00	145.00-200.00	-	17	-	4	20	21	34	33	33	45	18	30	5	19	13	3	21	19	4	-	-	-						
MOTION PICTURES -----	39	39.5	216.50	212.50	205.00-226.00	-	-	-	-	-	-	-	1	-	4	-	5	4	4	12	-	2	4	-	-	-	-						
PUNCH OPERATORS, CLASS A -----	2,024	39.0	172.50	164.50	155.00-189.00	-	-	-	4	58	154	227	346	394	197	146	79	81	121	122	44	44	3	-	-	-	-						
MANUFACTURING -----	843	39.5	176.50	165.50	150.00-207.50	-	-	-	37	79	82	142	102	55	51	37	57	49	100	34	16	-	-	-	-	-	-						
NONMANUFACTURING -----	1,181	39.0	169.50	163.50	155.50-180.00	-	-	-	4	21	75	145	204	292	142	95	43	24	72	22	14	24	3	-	-	-	-						
PUBLIC UTILITIES -----	109	40.0	204.00	210.50	189.00-216.50	-	-	-	-	-	-	-	-	5	13	11	9	10	43	14	-	4	-	-	-	-							
RETAIL TRADE -----	288	40.0	169.50	162.00	145.00-179.50	-	-	-	9	51	43	39	45	30	8	3	-	11	8	14	24	3	-	-	-	-	-						
FINANCE -----	458	38.0	159.50	156.50	145.00-168.00	-	-	-	4	12	23	83	137	97	28	60	14	-	-	-	-	-	-	-	-	-	-						
SERVICES -----	149	39.0	165.50	165.00	157.00-172.50	-	-	-	-	1	17	24	60	29	11	0	0	1	-	-	-	-	-	-	-	-	-						
MOTION PICTURES -----	23	39.0	194.00	198.00	184.00-209.50	-	-	-	-	-	-	1	3	-	3	-	0	7	3	-	-	-	-	-	-	-	-						
PUNCH OPERATORS, CLASS B -----	2,033	39.5	163.50	160.50	145.50-181.00	-	19	74	72	73	238	218	301	242	285	63	131	81	185	33	10	6	-	2	-	-	-						
MANUFACTURING -----	567	39.5	171.50	160.50	144.00-215.00	-	10	15	15	16	54	67	96	54	26	14	14	7	140	31	-	6	-	2	-	-	-						
NONMANUFACTURING -----	1,466	39.5	160.50	160.00	145.00-179.50	-	9	59	57	57	184	151	205	188	259	49	117	74	45	2	10	-	-	-	-	-	-						
PUBLIC UTILITIES -----	247	40.0	189.00	194.50	165.50-209.50	-	-	-	-	2	-	12	25	34	12	30	31	51	45	-	6	-	-	-	-	-	-						
RETAIL TRADE -----	378	39.0	144.00	140.00	131.50-164.00	-	9	36	15	19	100	65	15	56	50	-	9	-	-	-	4	-	-	-	-	-	-						
FINANCE -----	477	39.0	151.50	156.50	132.50-179.50	-	-	23	42	36	68	42	64	47	155	-	-	-	-	-	-	-	-	-	-	-	-						
SENGERS -----	653	39.0	129.00	120.00	103.50-145.00	22	81	125	99	92	52	47	19	31	26	15	13	15	14	1	1	-	-	-	-	-	-						
MANUFACTURING -----	184	39.0	142.00	131.00	117.50-170.50	-	36	1	22	33	11	15	9	9	19	6	0	8	6	1	-	-	-	-	-	-	-						
NONMANUFACTURING -----	469	39.0	123.50	115.00	104.50-133.50	22	45	124	77	59	41	32	10	22	7	9	9	7	8	-	1	-	-	-	-	-	-						
FINANCE -----	270	39.0	109.00	107.50	104.50-117.00	22	37	90	62	40	14	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-						

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Los Angeles—Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-1a. Weekly earnings of office workers—large establishments in Los Angeles—Long Beach, Calif., October 1975—Continued

[illegible]

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Los Angeles—
Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$ 130 and under	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460 and over			
ALL WORKERS																													
COMPUTER OPERATORS, CLASS A -----	842	39.5	\$ 228.50	\$ 225.00	\$ 204.00-249.50	-	-	-	1	1	54	28	85	188	208	116	90	43	21	5	-	-	2	-	-	-	-	-	
MANUFACTURING -----	370	39.5	231.50	227.00	204.00-257.50	-	-	-	-	-	38	6	19	115	60	41	44	26	17	2	-	-	2	-	-	-	-		
NONMANUFACTURING -----	472	39.5	226.50	224.00	201.50-240.50	-	-	-	1	1	16	22	66	73	148	75	46	17	4	3	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	70	40.0	243.00	221.00	221.00-262.50	-	-	-	-	-	-	-	5	-	38	3	7	13	2	2	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	112	40.0	218.50	225.00	191.50-231.00	-	-	-	1	-	2	38	-	6	51	4	10	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	98	38.5	221.50	222.00	201.00-242.00	-	-	-	1	-	15	-	8	24	23	19	7	-	-	1	-	-	-	-	-	-	-		
MOTION PICTURES -----	28	40.0	235.50	231.50	220.00-244.50	-	-	-	-	-	-	-	-	9	9	7	2	-	1	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	1,553	39.5	202.00	200.00	176.00-219.50	-	-	65	12	138	208	238	100	407	247	72	19	10	21	8	8	-	-	-	-	-	-		
MANUFACTURING -----	567	40.0	203.00	200.00	174.00-221.50	-	-	30	7	68	105	52	20	132	89	21	8	2	21	6	6	-	-	-	-	-	-		
NONMANUFACTURING -----	986	39.5	201.50	200.00	182.00-219.50	-	-	35	5	70	103	186	80	275	158	51	11	8	-	2	2	-	-	-	-	-	-		
WHOLESALE TRADE -----	396	39.5	200.50	195.00	184.00-210.00	-	-	3	3	8	76	92	53	74	44	39	-	-	-	2	2	-	-	-	-	-	-		
RETAIL TRADE -----	82	40.0	206.00	195.00	164.00-238.00	-	-	-	-	24	1	13	8	7	11	4	8	6	-	-	-	-	-	-	-	-	-		
FINANCE -----	150	38.0	200.00	206.50	184.50-216.50	-	-	6	-	20	7	20	6	69	18	2	2	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	123	39.5	173.00	179.00	161.00-182.50	-	-	26	2	18	19	41	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	523	39.0	171.50	167.00	155.00-186.50	7	34	66	87	74	46	139	21	32	10	-	3	-	4	-	-	-	-	-	-	-	-		
MANUFACTURING -----	136	39.5	157.50	155.00	144.50-170.00	7	8	31	48	-	23	14	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	387	39.0	176.50	178.50	157.00-186.50	-	26	35	39	74	23	125	19	29	10	-	3	-	4	-	-	-	-	-	-	-	-		
SERVICES -----	92	40.0	159.00	150.00	144.00-166.50	-	19	27	12	12	8	2	3	4	5	-	-	-	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	652	39.5	315.00	307.50	280.50-350.00	-	-	-	-	-	-	29	-	1	34	32	65	136	59	87	53	56	27	62	8	3			
MANUFACTURING -----	274	39.5	312.00	325.00	257.50-365.50	-	-	-	-	-	-	29	-	-	28	15	29	6	18	42	26	34	19	19	7	2			
NONMANUFACTURING -----	378	39.0	317.50	299.50	286.50-345.00	-	-	-	-	-	-	-	-	1	6	17	30	130	41	45	27	22	8	43	1	1			
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	945	39.5	262.50	253.00	231.00-287.50	-	-	-	-	12	2	1	7	124	155	203	165	80	105	46	21	18	6	-	-	-	-		
MANUFACTURING -----	420	39.5	270.00	267.50	240.00-303.00	-	-	-	-	-	-	2	-	55	46	55	101	49	66	26	11	5	4	-	-	-	-		
NONMANUFACTURING -----	525	39.5	256.50	250.00	230.00-275.00	-	-	-	-	12	2	1	5	69	109	148	64	31	39	20	10	13	2	-	-	-	-		
PUBLIC UTILITIES -----	77	40.0	315.00	329.00	277.50-351.00	-	-	-	-	-	-	-	-	-	9	8	4	2	11	18	10	13	2	-	-	-	-		
WHOLESALE TRADE -----	152	39.5	241.00	233.50	217.50-250.00	-	-	-	-	12	1	-	1	31	44	28	12	1	21	1	-	-	-	-	-	-	-		
FINANCE -----	173	38.0	244.00	251.00	230.00-253.00	-	-	-	-	-	1	1	4	16	40	86	20	5	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	209	39.5	221.00	208.00	196.50-252.00	-	-	-	-	2	9	25	19	82	11	19	23	11	8	-	-	-	-	-	-	-	-		
NONMANUFACTURING -----	164	39.5	216.50	207.00	201.50-226.00	-	-	-	-	2	5	14	19	78	9	10	17	10	-	-	-	-	-	-	-	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	1,208	39.5	359.50	349.00	304.00-396.00	-	-	-	-	-	-	-	-	-	-	1	54	190	130	123	163	156	119	64	80	*128			
MANUFACTURING -----	465	39.5	376.00	370.50	336.00-404.00	-	-	-	-	-	-	-	-	-	-	-	1	22	54	52	55	67	73	49	36	56			
NONMANUFACTURING -----	743	39.5	349.00	341.00	299.00-379.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PUBLIC UTILITIES -----	59	40.0	408.00	397.50	363.50-450.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MOTION PICTURES -----	38	39.5	376.00	370.00	350.00-407.50	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	8	9	4	4	8	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	760	39.0	311.50	303.50	275.00-339.50	-	-	-	-	-	-	-	-	10	14	74	117	140	134	84	68	35	27	23	25	9			
MANUFACTURING -----	327	39.5	327.50	320.00	287.00-359.00	-	-	-	-	-	-	-	-	-	2	14	64	40	39	35	51	18	25	16	15	8			
NONMANUFACTURING -----	433	39.0	299.00	294.50	267.00-317.50	-	-	-	-	-	-	-	-	10	12	60	53	100	95	49	17	17	2	7	10	1			
PUBLIC UTILITIES -----	57	39.5	340.50	328.00	297.00-375.00	-	-	-	-	-	-	-	-	-	-	-	-	1	20	6	8	2	6	1	6	1			
FINANCE -----	175	38.0	296.00	303.50	276.00-316.50	-	-	-	-	-	-	-	-	1	-	20	28	35	71	15	3	2	-	-	-	-	-		

* Workers were distributed as follows: 19 at \$440 to \$460; 40 at \$460 to \$480; 22 at \$480 to \$500; 41 at \$500 to \$520; 4 at \$520 to \$540; 1 at \$540 to \$560; and 1 at \$560 to \$580.

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Los Angeles—
Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																							
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	420	440	and over			
						Under \$ 130	140	150	160	170	180	190	200	220	240	260	280	300	320	340	360	380	400	420	440	and over			
ALL WORKERS-- CONTINUED																													
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	156	39.5	\$250.00	\$251.00	\$234.00-\$264.50	-	-	-	-	-	-	4	3	14	30	54	32	10	3	5	1	-	-	-	-	-			
NONMANUFACTURING -----	120	39.0	246.00	249.50	225.50-264.50	-	-	-	-	-	-	4	3	14	18	48	27	1	-	4	1	-	-	-	-	-			
RAFTERS, CLASS A -----	1,832	40.0	294.50	270.00	241.50-347.00	-	-	-	-	-	11	14	31	183	187	315	263	128	64	112	92	108	216	-	-	108			
MANUFACTURING -----	880	40.0	243.00	244.00	220.00-262.50	-	-	-	-	-	11	14	26	166	168	232	201	33	19	10	-	-	-	-	-	-			
NONMANUFACTURING: PUBLIC UTILITIES -----	59	40.0	281.00	283.50	253.00-306.50	-	-	-	-	-	-	-	1	1	-	18	6	10	11	10	-	-	-	-	-	-			
RAFTERS, CLASS B -----	1,344	40.0	231.50	214.50	190.50-254.00	-	-	-	4	80	39	197	68	373	171	83	83	45	19	144	-	2	36	-	-	-			
MANUFACTURING -----	785	40.0	209.50	208.00	180.50-226.50	-	-	-	-	74	31	158	29	235	139	70	17	18	12	-	-	-	-	-	-	-			
NONMANUFACTURING -----	559	40.0	262.00	262.00	207.00-324.00	-	-	-	4	6	8	39	39	138	32	13	64	27	7	144	-	2	36	-	-	-			
PUBLIC UTILITIES -----	116	40.0	235.50	217.50	213.00-256.50	-	-	-	-	-	5	2	2	61	13	4	-	24	5	-	-	-	-	-	-	-			
RAFTERS, CLASS C -----	873	40.0	184.50	178.50	160.00-200.00	29	7	63	91	208	41	131	61	111	5	77	40	1	-	-	-	-	-	-	-	-			
MANUFACTURING -----	503	40.0	165.50	160.00	153.00-170.00	29	3	62	86	184	29	30	39	38	3	-	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING: PUBLIC UTILITIES -----	90	40.0	199.00	187.50	173.00-193.50	-	-	-	3	19	2	25	20	1	2	5	12	1	-	-	-	-	-	-	-	-			
RAFTERS-TRACERS -----	56	40.0	145.00	143.00	124.00-153.00	*17	8	14	5	1	5	2	2	1	1	-	-	-	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS -----	3,935	40.0	259.50	269.00	220.00-293.00	-	-	5	24	88	77	126	112	386	481	468	610	898	493	96	39	26	-	-	-	-			
MANUFACTURING -----	1,907	40.0	248.00	257.00	216.50-276.50	-	-	2	17	55	59	92	82	192	213	317	460	295	61	18	38	-	-	-	-	-			
NONMANUFACTURING -----	2,028	40.0	270.00	285.00	235.00-304.00	-	-	3	7	33	18	34	30	194	268	151	150	603	432	78	1	26	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS A -----	2,115	40.0	277.50	278.00	255.00-307.00	-	-	-	-	-	-	3	2	86	214	251	531	403	491	95	39	-	-	-	-	-			
MANUFACTURING -----	1,178	40.0	271.50	276.00	257.50-286.00	-	-	-	-	-	-	3	2	45	111	166	439	295	61	18	38	-	-	-	-	-			
NONMANUFACTURING -----	937	40.0	285.50	307.00	260.00-307.00	-	-	-	-	-	-	-	-	41	103	85	92	108	430	77	1	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS B -----	1,366	40.0	252.00	248.50	222.00-293.00	-	-	-	1	-	6	48	57	217	250	209	85	493	-	-	-	-	-	-	-	-			
MANUFACTURING -----	453	40.0	227.00	230.00	210.00-247.50	-	-	-	1	-	28	38	119	95	145	27	-	-	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	913	40.0	264.00	284.00	235.00-293.00	-	-	-	-	6	20	19	98	155	64	58	493	-	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS, CLASS C -----	420	40.0	184.50	184.00	165.00-200.00	-	-	5	23	88	71	75	53	82	16	7	-	-	-	-	-	-	-	-	-	-			
MANUFACTURING -----	276	40.0	183.00	182.00	168.50-191.50	-	-	2	16	55	59	61	42	28	7	6	-	-	-	-	-	-	-	-	-	-			
COURSES, INDUSTRIAL (REGISTERED) -----	382	40.0	241.50	238.00	222.50-256.50	-	-	-	-	-	-	6	3	81	105	106	44	21	14	2	-	-	-	-	-	-			
MANUFACTURING -----	292	40.0	240.50	237.00	220.00-254.00	-	-	-	-	-	-	6	1	64	89	75	29	12	14	2	-	-	-	-	-	-			
NONMANUFACTURING -----	90	39.5	244.00	244.00	225.50-265.00	-	-	-	-	-	-	-	2	17	16	31	15	9	-	-	-	-	-	-	-	-			

* Workers were distributed as follows: 2 at \$90 to \$100; 3 at \$110 to \$120; and 12 at \$120 to \$130.

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments in Los Angeles—Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	\$ 440	\$ 460							
						Under \$ 130	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over	
ALL WORKERS																																	
COMPUTER OPERATORS, CLASS A -----	597	39.5	\$ 236.00	\$ 231.00	\$ 211.00-262.00	-	-	-	1	-	25	26	35	126	137	88	90	41	21	5	-	-	2	-	-	-	-	-					
MANUFACTURING -----	284	39.5	240.00	231.00	210.00-267.50	-	-	-	-	-	9	6	19	73	47	41	44	24	17	2	-	-	2	-	-	-	-	-					
NONMANUFACTURING -----	313	39.5	232.00	228.00	211.50-256.00	-	-	-	1	-	16	20	16	53	90	47	46	17	4	3	-	-	-	-	-	-	-	-					
MOTION PICTURES -----	28	40.0	235.50	231.50	220.00-244.50	-	-	-	-	-	-	-	-	9	9	7	2	-	1	-	-	-	-	-	-	-	-	-					
COMPUTER OPERATORS, CLASS B -----	876	39.5	209.50	215.00	184.00-223.00	-	-	27	9	88	60	86	48	298	152	46	19	10	21	6	6	-	-	-	-	-	-	-					
MANUFACTURING -----	355	40.0	214.50	214.00	184.00-223.50	-	-	-	7	39	31	40	19	119	36	21	8	2	21	6	6	-	-	-	-	-	-	-					
NONMANUFACTURING -----	521	39.5	206.50	216.50	184.00-223.00	-	-	27	2	49	29	46	29	179	116	25	11	8	-	-	-	-	-	-	-	-	-	-					
RETAIL TRADE -----	62	40.0	206.00	195.00	164.00-230.00	-	-	-	-	24	1	13	8	7	11	4	8	6	-	-	-	-	-	-	-	-	-	-					
COMPUTER OPERATORS, CLASS C -----	263	39.0	171.00	167.00	144.00-190.00	7	30	40	35	26	24	35	21	32	10	-	3	-	-	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	63	39.5	158.00	153.00	142.50-180.50	*7	8	8	18	-	3	14	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	200	38.5	175.00	173.50	144.50-195.50	-	22	32	17	26	21	21	19	29	10	-	3	-	-	-	-	-	-	-	-	-	-	-					
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	441	39.5	327.00	325.00	285.50-364.00	-	-	-	-	-	-	-	-	1	6	25	45	77	59	55	48	56	26	32	8	3	3						
MANUFACTURING -----	187	40.0	344.00	349.00	307.00-379.00	-	-	-	-	-	-	-	-	-	-	15	17	6	18	24	26	34	19	19	7	2	2						
NONMANUFACTURING -----	254	39.0	314.50	304.50	283.50-341.00	-	-	-	-	-	-	-	-	1	6	10	28	71	41	31	22	22	7	13	1	1	1						
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	576	39.5	278.50	275.00	244.50-310.00	-	-	-	-	-	1	1	6	29	64	96	125	78	85	46	21	18	6	-	-	-	-	-					
MANUFACTURING -----	298	39.5	286.50	282.00	264.50-313.50	-	-	-	-	-	-	-	2	3	21	29	82	49	66	26	11	5	4	-	-	-	-	-					
NONMANUFACTURING -----	278	39.5	270.00	259.00	237.50-298.00	-	-	-	-	-	1	1	4	26	43	67	43	29	19	20	10	13	2	-	-	-	-	-					
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	116	39.5	232.50	224.50	207.00-262.50	-	-	-	-	1	7	7	11	30	11	19	11	11	8	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	83	39.5	223.50	210.00	194.50-252.50	-	-	-	-	1	3	7	11	27	9	10	5	10	-	-	-	-	-	-	-	-	-	-					
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	919	39.5	364.00	360.50	327.00-394.50	-	-	-	-	-	-	-	-	-	-	1	14	98	83	101	155	154	116	64	57	76	76						
MANUFACTURING -----	408	39.5	385.50	383.00	346.50-409.00	-	-	-	-	-	-	-	-	-	-	-	1	12	18	41	55	67	73	49	36	**56	56						
NONMANUFACTURING -----	511	39.5	347.50	345.00	307.00-373.50	-	-	-	-	-	-	-	-	-	-	-	-	1	13	86	65	60	100	87	43	15	20						
PUBLIC UTILITIES -----	59	40.0	408.00	397.50	363.50-450.50	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	10	6	11	3	7	17	17						
MOTION PICTURES -----	38	39.5	376.00	370.00	350.00-407.50	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	8	9	4	4	8	-	-						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	628	39.0	316.50	310.50	281.00-346.00	-	-	-	-	-	-	-	-	10	14	54	74	102	112	82	68	35	20	23	25	9	9						
MANUFACTURING -----	283	39.5	334.00	331.00	292.00-365.00	-	-	-	-	-	-	-	-	-	2	14	27	40	39	35	51	18	18	16	15	8	8						
NONMANUFACTURING -----	345	39.0	302.50	301.00	269.00-328.00	-	-	-	-	-	-	-	-	10	12	40	47	62	73	47	17	17	2	7	10	1	1						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	115	39.0	250.00	253.00	227.00-266.50	-	-	-	-	-	-	3	3	13	27	36	14	10	3	5	1	-	-	-	-	-	-	-					
DRAFTERS, CLASS A -----	506	40.0	252.00	250.00	233.50-270.00	-	-	-	-	-	-	3	7	71	90	146	109	39	21	20	-	-	-	-	-	-	-	-					
MANUFACTURING -----	433	40.0	248.00	246.00	231.50-266.00	-	-	-	-	-	-	3	6	66	80	141	93	26	8	10	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	73	40.0	274.50	276.00	248.50-303.50	-	-	-	-	-	-	-	1	5	10	5	16	13	13	10	-	-	-	-	-	-	-	-					
DRAFTERS, CLASS B -----	421	40.0	228.50	218.50	205.00-248.00	-	-	-	-	8	17	34	16	137	87	43	19	43	17	-	-	-	-	-	-	-	-	-					
MANUFACTURING -----	280	40.0	227.50	222.50	203.00-248.00	-	-	-	-	2	9	30	12	79	63	36	19	18	12	-	-	-	-	-	-	-	-	-					
NONMANUFACTURING -----	141	40.0	229.50	213.00	213.00-245.00	-	-	-	-	6	8	4	4	58	24	7	-	25	5	-	-	-	-	-	-	-	-	-					
PUBLIC UTILITIES -----	98	40.0	239.00	213.00	213.00-285.00	-	-	-	-	-	5	2	2	43	13	4	-	24	5	-	-	-	-	-	-	-	-	-					

* Workers were distributed as follows: 2 at \$ 110 to \$ 120; and 5 at \$ 120 to \$ 130.

** Workers were distributed as follows: 15 at \$ 440 to \$ 460; 13 at \$ 460 to \$ 480; 15 at \$ 480 to \$ 500; 7 at \$ 500 to \$ 520; 4 at \$ 520 to \$ 540; 1 at \$ 540 to \$ 560; and 1 at \$ 560 to \$ 580.

See footnotes at end of tables.

Table A-2a. Weekly earnings of professional and technical workers—large establishments
in Los Angeles—Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																					
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						Under \$ 130	130 and under 140	140 150	150 160	160 170	170 180	180 190	190 200	200 220	220 240	240 260	260 280	280 300	300 320	320 340	340 360	360 380	380 400	400 420	420 440	440 and over	
ALL WORKERS-- CONTINUED																											
MAINTENANCE, CLASS C -----	263	40.0	\$ 177.00	\$ 168.00	\$ 155.00-188.50	-	3	25	50	68	33	21	24	16	5	5	12	1	-	-	-	-	-	-	-	-	
MANUFACTURING -----	209	39.5	169.00	167.50	155.00-175.00	-	3	24	45	62	23	12	22	15	3	-	-	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	54	40.0	208.50	187.50	171.50-256.50	-	-	1	5	6	10	9	2	1	2	5	12	1	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	3,373	40.0	263.50	276.00	234.50-293.00	-	-	5	24	59	77	115	90	218	348	423	530	870	446	96	38	26	-	-	-	-	
MANUFACTURING -----	1,738	40.0	251.00	257.50	224.50-278.00	-	-	2	17	26	59	81	60	141	202	317	448	295	34	18	38	-	-	-	-	-	
NONMANUFACTURING -----	1,635	40.0	277.00	293.00	251.00-307.00	-	-	3	7	33	18	34	30	77	146	106	90	575	412	78	-	26	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	1,963	40.0	278.50	278.00	259.00-307.00	-	-	-	-	-	-	3	2	64	198	245	499	375	444	95	38	-	-	-	-	-	
MANUFACTURING -----	1,107	40.0	272.50	276.00	254.50-286.00	-	-	-	-	-	-	3	2	23	100	166	420	295	34	18	38	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	1,024	40.0	259.50	271.00	230.00-293.00	-	-	-	1	-	6	37	35	110	133	170	37	493	-	-	-	-	-	-	-	-	
MANUFACTURING -----	384	40.0	231.00	235.00	215.00-247.50	-	-	-	1	-	-	17	16	90	95	145	20	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	352	40.0	184.00	183.50	170.00-193.00	-	-	5	23	59	71	75	53	43	16	7	-	-	-	-	-	-	-	-	-	-	
PROFES. INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	319	40.0	243.00	240.50	224.50-263.00	-	-	-	-	-	-	6	3	63	85	81	44	21	14	2	-	-	-	-	-	-	
MANUFACTURING -----	234	40.0	242.00	237.00	220.00-254.00	-	-	-	-	-	-	6	1	50	69	51	29	12	14	2	-	-	-	-	-	-	
NONMANUFACTURING -----	85	39.5	245.50	244.00	230.00-265.00	-	-	-	-	-	-	-	2	13	16	30	15	9	-	-	-	-	-	-	-	-	

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Los Angeles—Long Beach, Calif., October 1975

Sex, ¹ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ¹ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ¹ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ³ (standard)	Weekly earnings ⁴ (standard)			Weekly hours ³ (standard)	Weekly earnings ⁴ (standard)			Weekly hours ³ (standard)	Weekly earnings ⁴ (standard)
OFFICE OCCURATIONS - MEN				OFFICE OCCURATIONS - WOMEN--CONTINUED				OFFICE OCCURATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A:-----	194	40.0	\$ 189.50	CLERKS, FILE, CLASS B -----	908	38.5	\$ 125.00	SECRETARIES - CONTINUED			
MANUFACTURING -----				NONMANUFACTURING -----	849	38.5	125.50	SECRETARIES, CLASS A -----	1,339	39.5	\$ 233.00
NONMANUFACTURING:-----				FINANCE -----	482	38.0	115.50	MANUFACTURING -----	641	40.0	239.00
WHOLESALE TRADE -----	172	39.5	192.50					NONMANUFACTURING -----	698	39.0	227.00
CLERKS, ORDER -----	1,225	40.0	189.50	CLERKS, FILE, CLASS C -----	1,790	39.0	106.00	WHOLESALE TRADE -----	148	39.5	217.00
MANUFACTURING -----	1,090	40.0	194.50	MANUFACTURING -----	213	40.0	131.50	RETAIL TRADE -----	114	38.5	237.00
WHOLESALE TRADE -----	1,090	40.0	194.50	NONMANUFACTURING -----	1,577	38.5	103.00	FINANCE -----	178	38.5	216.00
CLERKS, PAYROLL:-----				WHOLESALE TRADE -----	346	40.0	107.50	SERVICES -----	171	39.0	227.50
NONMANUFACTURING:-----				FINANCE -----	963	38.0	98.50	SECRETARIES, CLASS B -----	3,882	39.5	220.00
MOTION PICTURES -----	42	40.0	254.00	CLERKS, ORDER -----	2,249	39.5	169.00	MANUFACTURING -----	1,830	39.5	229.50
MESSENGERS:-----				MANUFACTURING -----	799	39.5	156.50	NONMANUFACTURING -----	2,052	39.0	212.00
MANUFACTURING -----	142	39.5	143.00	NONMANUFACTURING -----	1,450	39.5	176.00	PUBLIC UTILITIES -----	211	40.0	233.00
				WHOLESALE TRADE -----	1,343	39.5	174.00	WHOLESALE TRADE -----	450	39.5	206.50
OFFICE OCCURATIONS - WOMEN				CLERKS, PAYROLL -----	1,375	39.5	178.50	FINANCE -----	674	38.5	204.50
BILLERS, MACHINE (BILLING				MANUFACTURING -----	573	39.5	180.00	SERVICES -----	611	39.5	212.50
MACHINE) -----	328	39.5	176.50	NONMANUFACTURING -----	802	39.5	177.50	MOTION PICTURES -----	54	39.5	265.50
NONMANUFACTURING -----	152	39.0	197.00	WHOLESALE TRADE -----	194	39.5	191.50	SECRETARIES, CLASS C -----	7,460	39.5	197.50
BILLERS, MACHINE (BOOKKEEPING				RETAIL TRADE -----	151	40.0	171.50	MANUFACTURING -----	2,960	39.5	203.50
MACHINE) -----	152	40.0	173.50	FINANCE -----	126	38.5	153.50	NONMANUFACTURING -----	4,500	39.5	193.50
BOOKKEEPING-MACHINE OPERATORS,				SERVICES -----	208	39.0	169.00	PUBLIC UTILITIES -----	563	39.5	209.00
CLASS A -----	216	39.5	201.00	MOTION PICTURES -----	36	39.5	210.00	WHOLESALE TRADE -----	524	40.0	188.00
NONMANUFACTURING -----	172	39.5	200.50	KEYPUNCH OPERATORS, CLASS A -----	3,420	39.0	168.00	RETAIL TRADE -----	249	40.0	194.00
BOOKKEEPING-MACHINE OPERATORS,				MANUFACTURING -----	1,070	39.5	177.00	FINANCE -----	1,599	39.0	177.00
CLASS B -----	265	40.0	145.00	NONMANUFACTURING -----	2,350	39.0	164.00	SERVICES -----	1,314	39.0	202.50
CLERKS, ACCOUNTING, CLASS A -----	5,132	39.5	176.00	PUBLIC UTILITIES -----	296	40.0	176.00	MOTION PICTURES -----	251	40.0	228.50
MANUFACTURING -----	2,188	39.5	177.50	WHOLESALE TRADE -----	635	39.5	173.50	SECRETARIES, CLASS D -----	7,810	39.5	175.00
NONMANUFACTURING -----	2,944	39.0	174.50	RETAIL TRADE -----	315	40.0	169.50	MANUFACTURING -----	2,620	39.5	178.00
PUBLIC UTILITIES -----	361	40.0	203.50	FINANCE -----	638	37.5	151.00	NONMANUFACTURING -----	5,190	39.5	173.50
WHOLESALE TRADE -----	721	39.5	186.00	SERVICES -----	449	39.0	156.00	PUBLIC UTILITIES -----	367	39.5	190.50
RETAIL TRADE -----	673	40.0	161.00	KEYPUNCH OPERATORS, CLASS B -----	3,483	39.5	150.50	WHOLESALE TRADE -----	477	40.0	176.50
FINANCE -----	737	37.5	159.00	MANUFACTURING -----	1,040	39.5	156.00	FINANCE -----	1,713	39.0	165.50
SERVICES -----	405	39.0	176.00	NONMANUFACTURING -----	2,443	39.5	148.00	SERVICES -----	1,675	39.0	171.50
MOTION PICTURES -----	47	38.5	203.50	WHOLESALE TRADE -----	1,086	40.0	157.50	MOTION PICTURES -----	354	39.5	208.00
CLERKS, ACCOUNTING, CLASS B -----	5,205	39.5	144.50	RETAIL TRADE -----	486	39.5	140.00	STENOGRAPHERS, GENERAL -----	1,331	39.5	167.00
MANUFACTURING -----	1,464	39.5	142.00	SERVICES -----	310	39.5	127.50	MANUFACTURING -----	339	40.0	182.00
NONMANUFACTURING -----	3,741	39.5	145.50	SECRETARIES -----	20,571	39.5	195.50	NONMANUFACTURING -----	992	39.5	161.50
WHOLESALE TRADE -----	1,311	40.0	139.50	MANUFACTURING -----	8,127	39.5	204.00	FINANCE -----	211	39.0	132.00
RETAIL TRADE -----	712	40.0	150.00	NONMANUFACTURING -----	12,444	39.5	190.00	STENOGRAPHERS, SENIOR -----	2,563	39.5	178.00
FINANCE -----	690	38.0	129.50	PUBLIC UTILITIES -----	1,208	39.5	210.00	MANUFACTURING -----	774	40.0	199.00
SERVICES -----	377	39.0	144.00	WHOLESALE TRADE -----	1,599	40.0	192.50	NONMANUFACTURING -----	1,789	39.5	168.50
MOTION PICTURES -----	96	40.0	196.50	RETAIL TRADE -----	1,019	39.5	185.00	WHOLESALE TRADE -----	185	40.0	181.00
CLERKS, FILE, CLASS A -----	410	39.5	173.50	FINANCE -----	4,167	39.0	178.50	FINANCE -----	818	39.5	151.00
NONMANUFACTURING -----	387	39.5	171.00	SERVICES -----	3,771	39.0	191.50	SERVICES -----	676	39.5	179.00
FINANCE -----	257	39.0	178.00	MOTION PICTURES -----	680	39.5	221.00	MOTION PICTURES -----	45	40.0	217.00
								SWITCHBOARD OPERATORS -----	1,984	39.5	148.50
								MANUFACTURING -----	455	39.5	174.50
								NONMANUFACTURING -----	1,529	39.5	141.00
								WHOLESALE TRADE -----	162	40.0	147.00
								RETAIL TRADE -----	224	40.0	142.00
								FINANCE -----	425	39.5	130.50
								SERVICES -----	538	39.0	131.00
								MOTION PICTURES -----	68	39.0	180.00

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex,
in Los Angeles—Long Beach, Calif., October 1975—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	2,111	39.5	\$ 146.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	548	39.5	\$ 317.00	ELECTRONICS TECHNICIANS--CONTINUED			
NONMANUFACTURING -----	715	40.0	140.00	MANUFACTURING -----	237	39.5	311.00	ELECTRONICS TECHNICIANS, CLASS B: MANUFACTURING -----	431	40.0	\$ 226.50
WHOLESALE TRADE -----	1,396	39.5	148.50	NONMANUFACTURING -----	311	39.0	321.50	ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	403	40.0	183.50
RETAIL TRADE -----	499	39.5	157.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	677	39.5	269.00		271	40.0	182.50
FINANCE -----	228	39.5	136.50	MANUFACTURING -----	303	40.0	277.50				
SERVICES -----	325	38.5	142.00	NONMANUFACTURING -----	374	39.0	262.50				
	262	39.5	143.00	PUBLIC UTILITIES -----	68	40.0	316.00				
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	477	38.0	148.00	FINANCE -----	142	38.0	244.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	443	38.0	147.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	157	39.5	223.00	COMPUTER OPERATORS, CLASS A: MANUFACTURING -----	68	40.0	222.00
FINANCE -----	397	37.5	143.50	NONMANUFACTURING -----	126	39.5	215.00	COMPUTER OPERATORS, CLASS B: MANUFACTURING -----	120	40.0	194.50
TYPISTS, CLASS A -----	1,938	39.0	163.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	943	39.5	365.00	COMPUTER OPERATORS, CLASS C -----	221	39.5	179.00
MANUFACTURING -----	569	39.0	171.50	MANUFACTURING -----	385	39.5	385.00	NONMANUFACTURING -----	194	39.5	180.50
NONMANUFACTURING -----	1,369	39.0	159.50	NONMANUFACTURING -----	558	39.5	351.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A: NONMANUFACTURING -----	61	39.0	298.00
PUBLIC UTILITIES -----	110	40.0	197.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	601	39.5	317.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	264	39.5	245.00
SERVICES -----	460	39.5	158.00	MANUFACTURING -----	273	39.5	335.50	MANUFACTURING -----	117	39.5	251.00
TYPISTS, CLASS B: MANUFACTURING -----	820	39.5	154.50	NONMANUFACTURING -----	328	39.0	302.50	NONMANUFACTURING -----	147	40.0	240.00
NONMANUFACTURING: WHOLESALE TRADE -----	264	39.5	113.00	DRAFTERS, CLASS A -----	1,737	40.0	297.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	52	39.5	214.50
				MANUFACTURING -----	813	40.0	243.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A: MANUFACTURING -----	74	39.5	335.50
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				NONMANUFACTURING: PUBLIC UTILITIES -----	55	40.0	279.50	DRAFTERS, CLASS A -----	94	40.0	247.00
COMPUTER OPERATORS, CLASS A -----	713	39.5	230.00	DRAFTERS, CLASS B -----	1,207	40.0	232.50	DRAFTERS, CLASS B -----	130	40.0	216.50
MANUFACTURING -----	298	39.5	234.50	MANUFACTURING -----	709	40.0	208.50	DRAFTERS, CLASS C -----	66	40.0	180.00
NONMANUFACTURING -----	415	39.5	226.50	NONMANUFACTURING -----	498	40.0	267.50	NURSES, INDUSTRIAL (REGISTERED) ---	369	40.0	241.50
WHOLESALE TRADE -----	104	40.0	219.00	PUBLIC UTILITIES -----	66	40.0	243.50	MANUFACTURING -----	289	40.0	240.00
FINANCE -----	82	38.0	217.50	ELECTRONICS TECHNICIANS -----	3,614	40.0	258.00	NONMANUFACTURING -----	80	39.5	247.00
COMPUTER OPERATORS, CLASS B -----	1,105	39.5	202.00	MANUFACTURING -----	1,858	40.0	248.00				
MANUFACTURING -----	445	40.0	205.50	NONMANUFACTURING -----	1,756	40.0	268.50				
NONMANUFACTURING: WHOLESALE TRADE -----	294	39.5	207.00	ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	2,087	40.0	278.00				
FINANCE -----	128	37.5	198.50	MANUFACTURING -----	1,156	40.0	271.50				
SERVICES -----	112	39.5	172.50	NONMANUFACTURING -----	931	40.0	286.00				
COMPUTER OPERATORS, CLASS C -----	282	39.0	164.00								
MANUFACTURING -----	109	39.5	155.00								
NONMANUFACTURING -----	173	38.5	169.50								

NOTE: Earnings data in table A-3 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1 and A-2, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—large establishments in Los Angeles—Long Beach, Calif., October 1975

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
CLERKS, ACCOUNTING, CLASS A:-----	130	40.0	\$ 190.50	SECRETARIES - CONTINUED				COMPUTER OPERATORS, CLASS A:-----	514	39.5	\$ 236.50
MANUFACTURING -----				SECRETARIES, CLASS B:-----	2,418	39.5	\$ 232.00	MANUFACTURING -----	248	39.5	\$ 241.50
MESSENGERS:-----				MANUFACTURING -----	1,449	40.0	238.00	NONMANUFACTURING -----	266	39.5	232.00
MANUFACTURING -----	105	39.5	155.50	NONMANUFACTURING -----	969	39.5	223.50	COMPUTER OPERATORS, CLASS B:-----			
				PUBLIC UTILITIES -----	168	39.5	241.00	MANUFACTURING -----	292	40.0	216.00
OFFICE OCCUPATIONS - WOMEN				FINANCE -----	400	39.0	207.50	COMPUTER OPERATORS, CLASS C:-----			
CLERKS, ACCOUNTING, CLASS A:-----	2,084	40.0	178.00	SERVICES -----	231	40.0	229.00	MANUFACTURING -----	200	39.0	166.50
MANUFACTURING -----	976	40.0	185.00	MOTION PICTURES -----	27	38.5	242.00	NONMANUFACTURING -----	56	39.5	157.50
NONMANUFACTURING -----	1,108	39.5	172.00	SECRETARIES, CLASS C:-----	4,991	39.5	202.50	NONMANUFACTURING -----	144	38.5	170.50
PUBLIC UTILITIES -----	189	40.0	195.50	MANUFACTURING -----	2,156	40.0	210.00	COMPUTER PROGRAMMERS,-----			
RETAIL TRADE -----	515	40.0	166.50	NONMANUFACTURING -----	2,835	39.5	196.50	BUSINESS, CLASS A:-----	345	39.5	332.50
SERVICES -----	105	40.0	169.00	PUBLIC UTILITIES -----	481	39.5	216.50	MANUFACTURING -----	150	40.0	350.50
MOTION PICTURES -----	39	38.5	205.50	RETAIL TRADE -----	237	39.5	195.00	NONMANUFACTURING -----	195	39.0	318.50
CLERKS, ACCOUNTING, CLASS B:-----				FINANCE -----	1,044	39.5	178.00	COMPUTER PROGRAMMERS,-----			
MANUFACTURING -----	564	39.5	146.50	MOTION PICTURES -----	105	39.5	212.00	BUSINESS, CLASS B:-----	440	39.5	281.00
NONMANUFACTURING:-----				SECRETARIES, CLASS D:-----	5,167	39.5	176.00	MANUFACTURING -----	226	40.0	290.00
RETAIL TRADE -----	631	40.0	152.50	MANUFACTURING -----	1,903	39.5	181.50	NONMANUFACTURING -----	214	39.5	271.50
FINANCE -----	202	38.5	125.50	NONMANUFACTURING -----	3,264	39.5	172.50	COMPUTER PROGRAMMERS,-----			
MOTION PICTURES -----	52	40.0	206.00	FINANCE -----	1,216	39.5	164.50	RUSINESS, CLASS C:-----	79	39.5	235.00
CLERKS, OPER -----	258	39.0	172.50	SERVICES -----	935	39.5	174.00	COMRUTER SYSTEMS ANALYSTS,-----			
MANUFACTURING -----	192	39.0	175.00	MOTION PICTURES -----	163	39.0	196.50	BUSINESS, CLASS A:-----	126	39.5	371.00
CLERKS, PAYROLL -----	505	39.5	181.50	STENOGRAPHERS, GENERAL -----	953	39.5	176.00	MANUFACTURING -----	364	39.5	389.00
MANUFACTURING -----	217	39.5	193.00	MANUFACTURING -----	259	40.0	191.00	NONMANUFACTURING -----	362	39.5	352.50
NONMANUFACTURING -----	288	39.5	173.50	NONMANUFACTURING -----	694	39.5	170.00	COMRUTER SYSTEMS ANALYSTS,-----			
KEYPUNCH OPERATORS, CLASS A:-----	1,875	39.0	173.00	STENOGRAPHERS, SENIOR -----	1,795	39.5	177.50	BUSINESS, CLASS B:-----	509	39.5	321.50
MANUFACTURING -----	794	39.5	178.50	MANUFACTURING -----	615	40.0	207.00	MANUFACTURING -----	249	39.5	338.50
NONMANUFACTURING -----	1,081	39.0	169.00	NONMANUFACTURING -----	1,180	39.5	162.50	NONMANUFACTURING -----	260	39.0	305.50
PUBLIC UTILITIES -----	105	40.0	202.00	MOTION PICTURES -----	45	40.0	217.00	DRAFTERS, CLASS A:-----	459	40.0	252.00
RETAIL TRADE -----	288	40.0	169.50	SWITCHBOARD OPERATORS -----	1,246	39.5	154.50	MANUFACTURING -----	394	40.0	248.00
MOTION PICTURES -----	17	38.5	192.00	MANUFACTURING -----	418	39.5	173.50	NONMANUFACTURING -----	65	40.0	276.00
KEYPUNCH OPERATORS, CLASS B:-----				NONMANUFACTURING -----	828	39.5	145.00	DRAFTERS, CLASS B:-----	310	40.0	229.00
MANUFACTURING -----	545	39.5	173.00	FINANCE -----	246	39.5	135.00	MANUFACTURING -----	222	40.0	227.50
NONMANUFACTURING:-----				SERVICES -----	245	39.5	127.00	NONMANUFACTURING -----	88	40.0	232.50
RETAIL TRADE -----	364	39.0	144.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	230	39.5	150.00	DRAFTERS, CLASS C:-----	208	39.5	174.00
SECRETARIES -----	13,263	39.5	200.00	NONMANUFACTURING -----	150	39.5	141.00	MANUFACTURING -----	177	39.5	167.00
MANUFACTURING -----	5,914	39.5	210.50	TRANSCRIBING-MACHINE OPERATORS,-----	131	38.0	144.00	ELECTRONICS TECHNICIANS -----	3,052	40.0	262.50
NONMANUFACTURING -----	7,349	39.5	191.50	GENERAL -----	109	38.0	138.50	MANUFACTURING -----	1,689	40.0	251.00
PUBLIC UTILITIES -----	964	39.5	218.00	NONMANUFACTURING -----				NONMANUFACTURING -----	1,363	40.0	276.50
WHOLESALE TRADE -----	424	40.0	208.50	TYPISTS, CLASS A:-----	833	39.5	162.00	ELECTRONICS TECHNICIANS, CLASS A:-----	1,935	40.0	278.50
RETAIL TRADE -----	934	39.5	184.00	MANUFACTURING -----	301	39.5	180.00	MANUFACTURING -----	1,085	40.0	272.50
FINANCE -----	2,743	39.5	178.00	NONMANUFACTURING -----	532	39.0	152.00	ELECTRONICS TECHNICIANS, CLASS B:-----			
SERVICES -----	1,975	39.5	194.50	FINANCE -----	349	39.0	138.00	MANUFACTURING -----	362	40.0	230.50
MOTION PICTURES -----	309	39.0	208.50	TYPISTS, CLASS B:-----							
SECRETARIES, CLASS A:-----	607	39.5	254.00	MANUFACTURING -----	507	40.0	167.00				
MANUFACTURING -----	330	40.0	259.50								

See footnotes at end of tables.

Table A-3a. Average weekly earnings of office, professional, and technical workers, by sex—
large establishments in Los Angeles—Long Beach, Calif., October 1975—Continued

Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)		Sex, ³ occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
ELECTRONICS TECHNICIANS--CONTINUED				COMPUTER PROGRAMMERS, BUSINESS, CLASS A: NONMANUFACTURING -----	53	39.5	\$ 300.50	DRAFTERS, CLASS B -----	104	40.0	\$ 222.00
ELECTRONICS TECHNICIANS, CLASS C-	335	40.0	183.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	132	39.5	270.50	NURSES, INDUSTRIAL (REGISTERED) ---	306	40.0	243.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				MANUFACTURING -----	72	39.5	276.00	MANUFACTURING -----	231	40.0	241.00
COMPUTER OPERATORS, CLASS B: MANUFACTURING -----	61	39.5	207.00	NONMANUFACTURING -----	60	39.5	263.50	NONMANUFACTURING -----	75	39.5	249.00

See footnotes at end of tables.

Earnings data in table A-3a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-1a and A-2a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

Table A-4a. Hourly earnings of maintenance and powerplant workers—large establishments in Los Angeles—Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Los Angeles—
Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00 and under	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.00	6.20	6.40	6.60	6.80	7.00 and over
ALL WORKERS					1730	3914	1803	215	71	406	81	134	128	100	138	33	122	95	109	91	67	200	57	496	140	5	-	-	-	-
GUARDS AND WATCHMEN	10,135	2.85	2.30	2.25-2.75	1730	3914	1803	215	71	406	81	134	128	100	138	33	122	95	109	91	67	200	57	496	140	5	-	-	-	-
MANUFACTURING	1,290	5.08	5.58	4.05-5.95	-	2	8	6	12	64	54	64	47	39	68	4	80	13	17	80	42	48	54	469	114	5	-	-	-	-
NONMANUFACTURING	8,845	2.52	2.25	2.25-2.40	1730	3912	1795	209	59	342	27	70	81	61	70	29	42	82	92	11	25	152	3	27	26	-	-	-	-	-
PUBLIC UTILITIES	138	5.00	5.47	3.00-5.97	-	-	-	19	-	19	-	-	-	-	-	-	-	-	2	6	-	39	-	27	26	-	-	-	-	-
SERVICES	7,988	2.38	2.25	2.20-2.40	1730	3912	1795	161	54	28	-	26	45	11	2	6	7	40	35	-	23	113	-	-	-	-	-	-	-	-
MOTION PICTURES	67	4.65	4.84	4.42-4.84	-	-	-	-	-	-	-	-	-	-	-	12	-	10	-	45	-	-	-	-	-	-	-	-	-	-
GUARDS:																														
MANUFACTURING	1,208	5.12	5.75	4.05-5.95	-	2	8	6	12	64	54	53	25	39	68	4	80	13	17	31	42	48	54	469	114	5	-	-	-	-
JANITORS, PORTERS, AND CLEANERS	17,309	3.46	3.29	2.81-3.75	714	842	1765	743	529	966	6239	866	404	883	616	253	245	208	310	186	197	245	659	359	74	6	-	-	-	-
MANUFACTURING	4,298	4.17	4.00	3.18-5.34	58	116	120	244	291	291	141	251	259	213	483	247	90	52	187	74	114	156	566	327	18	-	-	-	-	-
NONMANUFACTURING	13,011	3.22	3.29	2.65-3.39	656	726	1645	499	238	675	6098	615	145	670	133	6	155	156	123	112	83	89	93	32	56	6	-	-	-	-
PUBLIC UTILITIES	429	5.41	5.33	5.14-5.52	-	-	-	-	-	1	-	-	-	-	-	-	1	-	73	16	88	83	85	2	22	52	6	-	-	-
WHOLESALE TRADE	432	4.15	3.88	3.31-5.04	-	-	32	-	73	41	57	-	32	21	-	4	52	-	13	-	2	91	10	4	-	-	-	-	-	-
RETAIL TRADE	1,190	3.62	3.85	3.22-3.92	-	-	79	89	60	53	115	7	72	616	22	-	6	12	57	-	-	2	-	-	-	-	-	-	-	-
SERVICES	10,585	3.03	3.29	2.50-3.29	656	726	1525	400	151	509	5916	446	64	19	87	5	4	16	50	11	-	-	-	-	-	-	-	-	-	-
MOTION PICTURES	161	4.27	4.42	4.41-4.42	-	-	-	-	-	17	-	-	-	-	-	-	-	141	3	-	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING	5,367	4.92	5.00	3.21-6.10	58	160	450	215	251	175	253	116	25	28	38	347	104	6	422	218	177	145	134	777	88	247	*933	-	-	-
MANUFACTURING	2,379	3.74	3.33	2.61-4.53	58	128	385	214	151	93	193	64	21	28	34	345	90	5	282	-	-	3	4	205	69	7	-	-	-	-
NONMANUFACTURING	2,988	5.86	6.10	5.05-7.26	-	32	65	1	100	82	60	52	4	-	4	2	14	1	140	218	177	142	130	572	19	240	933	-	-	-
PUBLIC UTILITIES	1,392	6.71	7.26	6.93-7.27	-	-	15	1	-	52	36	10	4	-	3	1	2	1	1	-	1	92	-	-	-	-	-	-	-	-
WHOLESALE TRADE	1,297	5.17	5.79	5.00-6.10	-	32	50	-	100	30	11	42	-	-	-	-	-	-	194	68	50	130	571	19	-	-	-	-	-	-
ORDER FILLS	3,886	3.87	3.25	3.00-4.94	-	124	124	205	265	1183	73	80	114	291	59	184	122	6	218	-	498	-	57	101	131	51	-	-	-	-
MANUFACTURING	590	3.57	3.44	2.96-4.25	-	28	28	13	105	114	-	24	17	59	25	61	92	0	-	-	18	-	-	-	-	-	-	-	-	-
NONMANUFACTURING	3,296	3.92	3.25	3.00-4.94	-	96	96	192	160	1069	73	56	97	232	34	123	30	-	218	-	480	-	57	101	131	51	-	-	-	-
WHOLESALE TRADE	2,303	3.57	3.01	3.00-3.57	-	96	96	192	160	1061	71	56	51	-	-	120	-	-	-	-	60	-	57	101	131	51	-	-	-	-
PACKERS, SHIPPING	3,283	3.73	3.25	2.70-5.03	165	271	254	293	54	453	259	92	116	15	129	111	94	51	96	93	446	-	54	237	-	-	-	-	-	-
MANUFACTURING	2,195	3.68	3.06	2.70-5.21	133	207	183	226	45	352	80	17	80	8	45	51	94	51	34	33	421	-	54	81	-	-	-	-	-	-
NONMANUFACTURING	1,088	3.82	3.47	3.00-4.85	32	64	71	67	9	101	179	75	36	7	84	60	-	-	62	60	25	-	-	156	-	-	-	-	-	-
RECEIVING CLERKS	1,267	4.85	4.96	4.14-5.35	-	-	-	15	12	31	30	66	29	61	100	30	26	141	140	171	119	2	30	131	105	26	-	-	-	-
MANUFACTURING	611	4.38	4.15	3.75-4.86	-	-	-	-	12	29	28	62	27	60	100	26	26	67	40	26	21	2	20	21	42	-	-	-	-	-
NONMANUFACTURING	656	5.28	5.05	4.96-5.82	-	-	-	15	-	2	2	4	2	1	-	4	-	74	100	145	98	-	10	110	63	26	-	-	-	-
WHOLESALE TRADE	309	5.45	5.05	5.00-6.37	-	-	-	-	-	-	-	-	-	-	-	-	-	42	-	142	24	-	10	2	63	26	-	-	-	-
SHIPPING CLERKS	597	4.63	4.43	3.65-5.39	-	-	-	28	-	-	14	55	70	24	79	6	63	-	20	67	24	20	22	25	74	6	-	-	-	-
MANUFACTURING	341	4.49	4.10	3.65-5.39	-	-	-	-	-	-	14	55	38	-	67	6	39	-	20	4	24	20	20	16	12	6	-	-	-	-
NONMANUFACTURING	256	4.80	5.00	3.86-5.99	-	-	-	28	-	-	-	-	32	24	12	-	24	-	63	-	-	-	2	9	62	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS	1,782	5.10	5.39	4.38-5.86	-	-	-	-	29	45	56	117	39	112	48	45	206	125	49	44	125	117	348	268	6	-	-	-	-	-
MANUFACTURING	802	5.16	5.55	4.68-5.86	-	-	-	-	29	15	-	41	9	26	8	44	107	66	21	-	48	87	301	-	-	-	-	-	-	-
NONMANUFACTURING	980	5.06	5.00	4.03-6.30	-	-	-	-	-	30	56	76	30	86	40	1	99	59	28	44	77	30	47	268	6	-	-	-	-	-
PUBLIC UTILITIES	70	5.49	5.39	5.39-6.05	-	-	-	-	-	-	1	1	-	3	-	-	1	-	-	-	-	-	7	19	-	-	-	-	-	-
WHOLESALE TRADE	348	4.83	4.74	4.25-5.36	-	-	-	-	-	-	-	-	-	-	53	39	-	96	55	15	4	60	23	-	-	-	-	-	-	-
TRUCKDRIVERS	16,484	6.13	6.38	5.21-7.16	-	90	40	53	48	409	171	158	286	90	179	196	385	500	190	1243	576	579	961	610	2197	1706	*5817	-	-	-
MANUFACTURING	3,985	6.00	6.21	4.75-6.85	-	-	-	-	-	39	116	38	52	86	68	60	130	445	162	133	59	300	65	133	799	543	757	-	-	-
NONMANUFACTURING	12,499	6.17	6.56	5.30-7.25	-	90	40	53	48	370	55	120	234	4	111	136	255	55	28	1110	517	279	896	477	1398	1163	5060	-	-	-
PUBLIC UTILITIES	5,343	7.05	7.27	7.07-7.27	-	-	-	-	-	-	-	-	1	-	-	20	1	6	7	14	42	161	37	51	439	329	4235	-	-	-
WHOLESALE TRADE	5,046	5.42	5.30	5.00-6.26	-	-	-	-	-	287	32	93	224	4	110	108	244	12	9	1070	352	92	394	356	855	651	155	-	-	-
RETAIL TRADE	1,367	6.03	6.93	5.25-7.03	-	-	40	53	48	48	20	27	9	-	1	8	10	36	12	24	11	11	-	50	104	183	670	-	-	-

* Workers were at \$7 to \$7.40.

† Workers were distributed as follows: 5,052 at \$7 to \$7.40; 310 at \$7.40 to \$7.80; 131 at \$7.80 to \$8.60; and 324 at \$8.60 to \$9.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Los Angeles—Long Beach, Calif., October 1975—Continued

[illegible]

* Workers were at \$7 to \$7.40.

** Workers were distributed as follows: 288 at \$7 to \$7.40; and 36 at \$7.40 to \$7.80.

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments
in Los Angeles—Long Beach, Calif., October 1975

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																											
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60	\$ 5.80	\$ 6.00	\$ 6.20	\$ 6.40	\$ 6.60	\$ 6.80	\$ 7.00 and over		
ALL WORKERS																																
GUARDS AND WATCHMEN -----	3,074	\$ 3.90	\$ 3.75	\$ 2.25- 5.49	627	357	166	111	16	51	59	85	76	81	102	33	122	60	85	91	67	187	57	496	140	5						
MANUFACTURING -----	1,124	5.32	5.90	4.51- 5.95	-	2	8	6	-	8	32	23	47	36	44	4	80	13	17	80	42	40	54	469	114	5						
NONMANUFACTURING: -----																																
PUBLIC UTILITIES -----	100	5.81	5.92	5.47- 6.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	-	39	-	27	26	-						
MOTION PICTURES -----	43	4.55	4.42	4.17- 4.84	-	-	-	-	-	-	-	-	-	-	-	12	-	10	-	21	-	-	-	-	-	-	-	-	-	-	-	-
GUARDS: -----																																
MANUFACTURING -----	1,042	5.38	5.90	4.66- 5.95	-	2	8	6	-	8	32	12	25	36	44	4	80	13	17	31	42	40	54	469	114	5						
JANITORS, PORTERS, AND CLEANERS -----	8,656	3.80	3.39	3.29- 4.07	-	12	184	205	112	192	4619	375	206	542	212	181	158	144	141	162	197	222	359	359	74	-						
MANUFACTURING -----	2,114	4.78	4.96	4.07- 5.64	-	12	5	23	20	110	69	85	122	69	177	180	64	52	80	74	114	156	357	327	18	-						
NONMANUFACTURING -----	6,542	3.49	3.29	3.29- 3.39	-	-	179	182	92	82	4550	290	84	473	35	1	94	92	61	88	83	66	2	32	56	-						
PUBLIC UTILITIES -----	399	5.39	5.33	5.11- 5.52	-	-	-	-	-	-	-	-	-	-	-	-	1	94	92	61	88	83	66	2	32	56	-					
RETAIL TRADE -----	968	3.59	3.92	3.09- 3.92	-	-	59	89	60	53	87	7	72	466	22	-	6	-	45	-	-	2	-	-	-	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	1,809	5.36	4.95	4.32- 6.93	-	10	-	26	27	40	44	55	15	10	11	346	37	5	422	-	31	55	4	10	88	247	*32					
MANUFACTURING -----	899	4.53	4.34	4.32- 4.95	-	10	-	26	17	16	33	13	15	10	10	345	25	5	282	-	-	3	4	9	69	7						
NONMANUFACTURING -----	910	6.18	6.93	4.83- 7.27	-	-	-	-	10	24	11	42	-	-	-	1	1	12	-	140	-	31	52	-	1	19	240	32				
PUBLIC UTILITIES -----	570	7.11	7.27	6.93- 7.27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING -----	619	4.41	4.29	3.40- 5.26	-	-	11	41	20	68	11	17	27	15	94	16	-	39	29	26	70	-	54	81	-	-						
MANUFACTURING -----	424	4.76	4.98	4.00- 5.61	-	-	4	6	11	44	4	6	23	8	30	16	-	39	27	26	45	-	54	81	-	-						
RECEIVING CLERKS -----	440	4.94	4.96	4.40- 5.82	-	-	-	15	-	2	2	10	18	3	32	23	26	50	107	3	14	2	8	83	42	-						
MANUFACTURING -----	212	4.97	4.71	4.15- 6.06	-	-	-	-	-	-	-	6	16	2	32	19	26	18	8	-	12	2	8	21	42	-						
NONMANUFACTURING -----	228	4.91	4.96	4.60- 5.82	-	-	-	15	-	2	2	4	2	1	-	4	-	32	99	3	2	-	-	62	-	-						
SHIPPING CLERKS -----	152	5.22	5.39	4.54- 5.78	-	-	-	-	-	-	2	6	8	-	-	6	19	-	20	1	24	20	11	17	12	6						
MANUFACTURING -----	151	5.21	5.39	4.54- 5.78	-	-	-	-	-	-	2	6	8	-	-	6	19	-	20	1	24	20	11	16	12	6						
SHIPPING AND RECEIVING CLERKS -----	776	5.20	5.57	4.07- 6.39	-	-	-	-	-	-	34	13	88	39	59	2	11	48	41	28	2	26	10	98	268	6						
MANUFACTURING -----	241	4.98	4.90	4.51- 5.93	-	-	-	-	-	-	4	-	12	9	26	1	10	45	38	15	-	9	3	69	-	-						
NONMANUFACTURING -----	535	5.29	6.30	3.80- 6.30	-	-	-	-	-	-	30	13	76	30	33	1	1	3	3	13	2	17	7	29	268	6						
TRUCKDRIVERS -----	4,801	6.59	6.93	6.26- 7.16	-	-	-	-	-	-	-	7	12	10	5	40	45	170	77	40	176	148	22	157	980	836	*207					
MANUFACTURING -----	1,552	6.26	6.40	5.53- 6.84	-	-	-	-	-	-	-	-	6	4	13	32	156	58	10	11	119	15	29	474	323	30						
NONMANUFACTURING -----	3,249	6.75	7.03	6.39- 7.16	-	-	-	-	-	-	-	7	12	4	1	27	13	14	19	30	165	29	7	128	506	513	177					
PUBLIC UTILITIES -----	1,840	7.01	7.16	6.93- 7.27	-	-	-	-	-	-	-	-	1	-	-	1	6	7	4	42	1	2	40	189	300	124						
RETAIL TRADE -----	935	6.66	7.03	6.78- 7.03	-	-	-	-	-	-	-	7	9	-	1	8	10	7	12	24	11	11	-	50	74	183	52					
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	1,008	6.76	7.27	6.61- 7.29	-	-	-	-	-	-	-	-	2	4	1	8	2	8	30	16	40	67	1	55	-	224	55					
MANUFACTURING -----	531	6.92	7.29	6.61- 7.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	1	4	54	-	14	-	149	29					
NONMANUFACTURING -----	477	6.58	7.16	5.95- 7.27	-	-	-	-	-	-	-	-	-	-	2	4	1	8	2	6	19	15	36	13	1	41	-	75	25			
PUBLIC UTILITIES -----	300	6.93	7.27	7.16- 7.27	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	7	-	35	-	1	3	-	-	-	-	-	-	
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	2,144	6.74	6.93	6.38- 7.03	-	-	-	-	-	-	-	-	-	-	-	4	18	11	-	28	9	15	50	1	85	533	498	89				
MANUFACTURING -----	251	6.22	6.49	5.46- 6.84	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	28	-	4	46	-	3	42	120					
NONMANUFACTURING -----	1,893	6.81	6.93	6.39- 7.03	-	-	-	-	-	-	-	-	-	-	-	-	18	11	-	-	9	11	4	1	82	491	378	88				
PUBLIC UTILITIES -----	852	6.98	6.93	6.59- 7.34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	32	183	270	36				

* Workers were at \$7 to \$7.40.

† Workers were distributed as follows: 1,810 at \$7 to \$7.40; and 266 at \$7.40 to \$7.80.

See footnotes at end of tables.

Table A-5a. Hourly earnings of custodial and material movement workers—large establishments
in Los Angeles—Long Beach, Calif., October 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ¹			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.20	6.60	7.00			
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and		
					2.20	2.40	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.60	5.80	6.20	6.60	7.00	over			
ALL WORKERS-- CONTINUED																														
TRUCKERS, POWER (FORKLIFT) -----	1,813	\$ 5.72	\$ 5.98	\$ 4.80- 6.36	-	-	-	-	-	1	9	31	1	31	-	15	-	151	362	69	10	53	32	347	439	206	56			
MANUFACTURING -----	1,250	5.43	5.13	4.80- 6.01	-	-	-	-	-	1	3	15	1	31	-	15	-	151	356	69	10	29	18	306	207	38	-			
NONMANUFACTURING -----	563	6.38	6.40	6.34- 6.82	-	-	-	-	-	-	6	16	-	-	-	-	-	-	6	-	-	24	14	41	232	168	56			
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	483	6.16	6.25	6.02- 6.29	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	6	-	3	5	207	218	42	-			
WAREHOUSEMEN -----	3,240	5.38	5.81	4.57- 6.37	-	-	-	28	70	97	31	89	124	142	97	108	44	154	86	141	273	28	73	834	243	578	-			
MANUFACTURING -----	1,066	4.83	5.13	3.95- 5.81	-	-	-	-	-	6	2	74	116	135	54	54	23	21	23	127	82	22	49	236	21	21	-			
NONMANUFACTURING -----	2,174	5.65	6.15	4.81- 6.70	-	-	-	28	70	91	29	15	8	7	43	54	21	133	63	14	191	6	24	598	222	557	-			

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Los Angeles—Long Beach, Calif., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	579	\$ 6.53	GUARDS AND WATCHMEN--CONTINUED			TRUCKDRIVERS - CONTINUED		
MANUFACTURING -----	390	6.56	GUARDS: -----			TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	4,878	\$ 5.89
NONMANUFACTURING -----	189	6.49	MANUFACTURING -----	1,178	\$ 5.11	MANUFACTURING -----	1,460	5.87
SERVICES -----	76	6.02	JANITORS, PORTERS, AND CLEANERS: -----			NONMANUFACTURING -----	3,418	5.90
ELECTRICIANS, MAINTENANCE -----	1,854	6.84	MANUFACTURING -----	3,979	4.14	PUBLIC UTILITIES -----	1,071	6.92
MANUFACTURING -----	1,527	6.79	NONMANUFACTURING: -----			WHOLESALE TRADE -----	2,167	5.40
NONMANUFACTURING -----	327	7.07	WHOLESALE TRADE -----	432	4.15			
SERVICES -----	67	7.21	RETAIL TRADE -----	1,159	3.63			
ENGINEERS, STATIONARY -----	798	7.37	MOTION PICTURES -----	124	4.23	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	5,356	6.73
MANUFACTURING -----	481	7.30	LABORERS, MATERIAL HANDLING -----	5,318	4.94	MANUFACTURING -----	858	6.34
NONMANUFACTURING -----	317	7.47	MANUFACTURING -----	2,374	3.74	NONMANUFACTURING -----	4,498	6.81
SERVICES -----	223	7.68	NONMANUFACTURING -----	2,944	5.90	PUBLIC UTILITIES -----	2,133	7.09
HELPERS, MAINTENANCE TRADES -----	779	4.28	PUBLIC UTILITIES -----	1,390	6.72	WHOLESALE TRADE -----	1,437	6.37
MANUFACTURING -----	645	4.21	WHOLESALE TRADE -----	1,255	5.23	RETAIL TRADE -----	928	6.84
MACHINE-TOOL OPERATORS, TOOLROOM --	320	6.62	ORDER FILLERS -----	3,297	3.95	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	2,189	6.56
MACHINISTS, MAINTENANCE -----	919	6.64	MANUFACTURING -----	534	3.65	MANUFACTURING -----	1,000	6.60
MANUFACTURING -----	813	6.54	NONMANUFACTURING -----	2,763	4.01	NONMANUFACTURING -----	1,189	6.52
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	2,345	6.90	WHOLESALE TRADE -----	2,092	3.64	PUBLIC UTILITIES -----	929	7.03
MANUFACTURING -----	608	6.42	PACKERS, SHIPPING -----	2,705	3.76	TRUCKERS, POWER (FORKLIFT) -----	3,559	5.52
NONMANUFACTURING -----	1,737	7.07	MANUFACTURING -----	1,938	3.59	MANUFACTURING -----	2,133	5.09
PUBLIC UTILITIES -----	1,249	7.27	NONMANUFACTURING -----	767	4.22	NONMANUFACTURING -----	1,426	6.17
WHOLESALE TRADE -----	336	6.70	RECEIVING CLERKS -----	1,191	4.88	PUBLIC UTILITIES -----	323	7.31
MECHANICS, MAINTENANCE -----	3,064	6.24	MANUFACTURING -----	555	4.43	WHOLESALE TRADE -----	719	5.55
MANUFACTURING -----	2,868	6.21	NONMANUFACTURING -----	636	5.27	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	634	6.29
NONMANUFACTURING -----	196	6.64	WHOLESALE TRADE -----	296	5.40	MANUFACTURING -----	204	6.22
PAINTERS, MAINTENANCE -----	573	6.48	SHIPPING CLERKS -----	549	4.63	WAREHOUSEMEN -----	7,206	5.19
MANUFACTURING -----	377	6.46	MANUFACTURING -----	293	4.49	MANUFACTURING -----	2,335	4.36
NONMANUFACTURING -----	196	6.51	NONMANUFACTURING -----	256	4.80	NONMANUFACTURING -----	4,871	5.58
SERVICES -----	113	6.68	SHIPPING AND RECEIVING CLERKS -----	1,746	5.10	PUBLIC UTILITIES -----	775	6.36
PIPEFITTERS, MAINTENANCE -----	480	7.20	MANUFACTURING -----	792	5.16	WHOLESALE TRADE -----	2,581	5.09
MANUFACTURING -----	476	7.21	NONMANUFACTURING -----	954	5.05			
SHEET-METAL WORKERS, MAINTENANCE --	107	6.68	WHOLESALE TRADE -----	345	4.83			
MANUFACTURING -----	95	6.71	TRUCKDRIVERS -----	16,358	6.13	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
TOOL AND DIE MAKERS -----	2,110	6.75	MANUFACTURING -----	3,978	6.00	GUARDS AND WATCHMEN -----	94	3.47
MANUFACTURING -----	2,109	6.75	NONMANUFACTURING -----	12,380	6.18	JANITORS, PORTERS, AND CLEANERS: -----	307	4.52
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			PUBLIC UTILITIES -----	5,323	7.06	MANUFACTURING -----		
GUARDS AND WATCHMEN -----	10,026	2.84	WHOLESALE TRADE -----	5,046	5.42	NONMANUFACTURING: -----		
MANUFACTURING -----	1,257	5.07	RETAIL TRADE -----	1,367	6.03	MOTION PICTURES -----	37	4.41
NONMANUFACTURING -----	8,769	2.52	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	2,800	4.97	PACKERS, SHIPPING -----	578	3.57
PUBLIC UTILITIES -----	138	5.00	MANUFACTURING -----	392	4.41	WAREHOUSEMEN -----	153	4.04
SERVICES -----	7,930	2.38	NONMANUFACTURING -----	2,408	5.06			

NOTE: Earnings data in table A-6 relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-5 and A-6 relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

Table A-6a. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex—large establishments in Los Angeles—Long Beach, Calif., October 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ³
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
CARPENTERS, MAINTENANCE -----	387	\$ 6.70	LABDRERS, MATERIAL HANDLING -----	1,760	\$ 5.41
MANUFACTURING -----	290	6.77	MANUFACTURING -----	894	4.53
NONMANUFACTURING -----	97	6.49	NONMANUFACTURING -----	866	6.32
ELECTRICIANS, MAINTENANCE -----	1,463	6.97	ORDER FILLERS -----	508	4.73
MANUFACTURING -----	1,168	6.95	PACKERS, SHIPPING -----	331	4.73
NONMANUFACTURING -----	295	7.07	MANUFACTURING -----	297	4.73
ENGINEERS, STATIONARY -----	398	7.05	RECEIVING CLERKS -----	417	4.96
MANUFACTURING -----	223	6.97	MANUFACTURING -----	196	4.98
NONMANUFACTURING -----	175	7.16	NONMANUFACTURING -----	221	4.95
HELPERS, MAINTENANCE TRADES -----	334	5.04	SHIPPING CLERKS -----	127	5.21
MANUFACTURING -----	246	4.93	MANUFACTURING -----	126	5.20
MACHINISTS, MAINTENANCE -----	554	6.90	SHIPPING AND RECEIVING CLERKS -----	749	5.19
MANUFACTURING -----	448	6.79	MANUFACTURING -----	237	5.00
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	1,408	7.11	NONMANUFACTURING -----	512	5.28
MANUFACTURING -----	288	6.58	TRUCKDRIVERS -----	4,675	6.63
NONMANUFACTURING -----	1,120	7.25	MANUFACTURING -----	1,545	6.27
PUBLIC UTILITIES -----	940	7.30	NONMANUFACTURING -----	3,130	6.81
MECHANICS, MAINTENANCE -----	1,663	6.45	PUBLIC UTILITIES -----	1,820	7.03
MANUFACTURING -----	1,559	6.43	RETAIL TRADE -----	935	6.66
PAINTERS, MAINTENANCE -----	451	6.52	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	997	6.78
MANUFACTURING -----	321	6.51	MANUFACTURING -----	525	6.94
NONMANUFACTURING -----	130	6.53	NONMANUFACTURING -----	472	6.59
PIPEFITTERS, MAINTENANCE -----	472	7.22	PUBLIC UTILITIES -----	295	6.96
MANUFACTURING -----	468	7.22	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	2,144	6.74
SHEET-METAL WORKERS, MAINTENANCE --	106	6.67	MANUFACTURING -----	251	6.22
MANUFACTURING -----	94	6.70	NONMANUFACTURING -----	1,893	6.81
TODL AND OIE MAKERS -----	878	6.94	PUBLIC UTILITIES -----	852	6.98
MANUFACTURING -----	877	6.94	TRUCKERS, POWER (FORKLIFT) -----	1,796	5.72
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	1,246	5.43
GUARDS AND WATCHMEN -----	2,988	3.90	NONMANUFACTURING -----	550	6.39
MANUFACTURING -----	1,091	5.32	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	483	6.16
NONMANUFACTURING: PUBLIC UTILITIES -----	100	5.81	WAREHOUSEMEN -----	3,118	5.43
GUARDS: MANUFACTURING -----	1,012	5.38	MANUFACTURING -----	1,032	4.80
JANITORS, PORTERS, AND CLEANERS: MANUFACTURING -----	1,847	4.81	NONMANUFACTURING -----	2,086	5.73
NONMANUFACTURING: RETAIL TRADE -----	937	3.60	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
			JANITORS, PORTERS, AND CLEANERS: MANUFACTURING -----	255	4.65

NOTE: Earnings data in table A-6a relate only to workers whose sex identification was provided by the establishment. Earnings data in tables A-4a and A-5a, on the other hand, relate to all workers in an occupation. (See appendix A for publication criteria.)

See footnotes at end of tables.

**Table A-7. Percent increases in average hourly earnings
for selected occupational groups, adjusted for
employment shifts, in Los Angeles—
Long Beach, Calif., October 1975**

Industry and occupational group	October 1973 to October 1974	October 1974 to October 1975
All industries:		
Office clerical (men and women).....	7.0	8.6
Electronic data processing (men and women).....	7.2	8.2
Industrial nurses (men and women).....	9.3	9.2
Skilled maintenance trades (men).....	7.9	8.2
Unskilled plant workers (men).....	5.6	6.4
Manufacturing:		
Office clerical (men and women).....	6.7	8.7
Electronic data processing (men and women).....	7.5	10.0
Industrial nurses (men and women).....	9.5	9.3
Skilled maintenance trades (men).....	8.1	8.5
Unskilled plant workers (men).....	7.4	7.2
Nonmanufacturing:		
Office clerical (men and women).....	7.2	8.6
Electronic data processing (men and women).....	7.1	7.1
Industrial nurses (men and women).....	8.5	8.8
Skilled maintenance trades (men).....	*	*
Unskilled plant workers (men).....	4.8	6.0

* Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

B. Establishment practices and supplementary wage provisions

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Los Angeles—
Long Beach, Calif., October 1975

Minimum weekly straight-time salary	All industries	Inexperienced typists					All industries	Other inexperienced clerical workers ⁵				
		Manufacturing		Nonmanufacturing				Manufacturing		Nonmanufacturing		
		Based on standard weekly hours ⁶ of—						Based on standard weekly hours ⁶ of—				
		All schedules	40	All schedules	40	37 1/2		All schedules	40	All schedules	40	37 1/2
ESTABLISHMENTS STUDIED -----	423	130	XXX	243	XXX	XXX	423	130	XXX	293	XXX	XXX
ESTABLISHMENTS HAVING A SPECIFIED MINIMUM -----	132	38	43	94	68	15	171	54	46	117	88	16
\$82.50 AND UNDER \$85.00 -----	1	-	-	1	-	-	3	1	1	2	-	1
\$85.00 AND UNDER \$87.50 -----	1	-	-	1	1	-	6	-	-	6	5	-
\$87.50 AND UNDER \$90.00 -----	3	-	-	3	3	-	5	-	-	5	4	1
\$90.00 AND UNDER \$92.50 -----	5	-	-	5	5	-	8	3	3	5	4	-
\$92.50 AND UNDER \$95.00 -----	2	-	-	2	-	1	7	1	1	6	2	1
\$95.00 AND UNDER \$97.50 -----	2	-	-	2	2	-	5	-	-	5	4	-
\$97.50 AND UNDER \$100.00 -----	6	2	2	4	1	1	6	4	3	2	1	1
\$100.00 AND UNDER \$105.00 -----	12	3	2	9	4	5	22	6	5	16	10	5
\$105.00 AND UNDER \$110.00 -----	12	6	6	6	3	2	18	7	6	11	5	3
\$110.00 AND UNDER \$115.00 -----	15	6	5	9	7	1	18	5	5	13	12	1
\$115.00 AND UNDER \$120.00 -----	7	2	2	5	4	1	7	3	3	4	3	1
\$120.00 AND UNDER \$125.00 -----	15	2	2	13	8	3	10	3	2	7	6	1
\$125.00 AND UNDER \$130.00 -----	8	2	2	6	5	-	7	2	1	5	5	-
\$130.00 AND UNDER \$135.00 -----	6	1	1	5	5	-	8	1	-	7	7	-
\$135.00 AND UNDER \$140.00 -----	4	1	-	3	3	-	3	6	5	2	2	-
\$140.00 AND UNDER \$145.00 -----	4	3	3	1	1	-	3	2	2	1	1	-
\$145.00 AND UNDER \$150.00 -----	4	1	1	3	2	-	2	-	-	2	2	-
\$150.00 AND UNDER \$155.00 -----	4	3	3	1	-	1	5	3	3	2	1	1
\$155.00 AND UNDER \$160.00 -----	2	2	-	-	-	-	1	1	-	-	-	-
\$160.00 AND UNDER \$165.00 -----	2	-	-	2	2	-	2	-	-	2	2	-
\$165.00 AND UNDER \$170.00 -----	4	-	-	4	4	-	5	-	-	5	4	-
\$170.00 AND UNDER \$175.00 -----	1	1	1	-	-	-	2	2	2	-	-	-
\$175.00 AND UNDER \$180.00 -----	1	-	-	1	-	-	1	-	-	1	-	-
\$180.00 AND UNDER \$185.00 -----	2	1	1	1	1	-	2	1	1	1	1	-
\$185.00 AND UNDER \$190.00 -----	1	1	1	-	-	-	1	1	1	-	-	-
\$190.00 AND UNDER \$195.00 -----	1	-	-	1	1	-	2	1	1	1	1	-
\$195.00 AND UNDER \$200.00 -----	2	1	1	1	1	-	2	1	1	1	1	-
\$200.00 AND UNDER \$205.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$205.00 AND UNDER \$210.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$210.00 AND UNDER \$215.00 -----	2	-	-	2	2	-	1	-	-	1	1	-
\$215.00 AND UNDER \$220.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$220.00 AND UNDER \$225.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$225.00 AND UNDER \$230.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$230.00 AND UNDER \$235.00 -----	1	-	-	1	1	-	-	-	-	-	-	-
\$235.00 AND UNDER \$240.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$240.00 AND UNDER \$245.00 -----	-	-	-	-	-	-	-	-	-	-	-	-
\$245.00 AND UNDER \$250.00 -----	1	-	-	1	1	-	1	-	-	1	1	-
\$250.00 AND UNDER \$255.00 -----	-	-	-	-	-	-	1	-	-	1	1	-
\$255.00 AND OVER -----	1	-	-	1	1	-	-	-	-	-	-	-
ESTABLISHMENTS HAVING NO SPECIFIED MINIMUM -----	69	26	XXX	43	XXX	XXX	110	37	XXX	63	XXX	XXX
ESTABLISHMENTS WHICH DID NOT EMPLOY WORKERS IN THIS CATEGORY -----	222	66	XXX	156	XXX	XXX	172	39	XXX	113	XXX	XXX

See footnotes at end of tables.

Table B-2. Late shift pay provisions for full-time manufacturing plant workers in Los Angeles—Long Beach, Calif., October 1975

(All full-time manufacturing plant workers = 100 percent)

Item	All workers ⁷		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
PERCENT OF WORKERS				
IN ESTABLISHMENTS WITH LATE SHIFT PROVISIONS -----	87.5	72.7	16.9	4.7
WITH NO PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	6.1	-	1.5	-
WITH PAY DIFFERENTIAL FOR LATE SHIFT WORK -----	81.4	72.7	15.3	4.7
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	63.5	38.3	11.1	3.5
UNIFORM PERCENTAGE DIFFERENTIAL -----	10.2	4.6	2.5	.1
OTHER DIFFERENTIAL -----	7.7	29.8	1.7	1.1
AVERAGE PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR DIFFERENTIAL -----	16.5 ¹	19.5	17.2	18.0
UNIFORM PERCENTAGE DIFFERENTIAL -----	6.9	10.0	5.5	10.0
PERCENT OF WORKERS BY TYPE AND AMOUNT OF PAY DIFFERENTIAL				
UNIFORM CENTS-PER-HOUR:				
1 CENT -----	.8	.8	-	-
5 CENTS -----	2.7	1.3	.4	.4
10 CENTS -----	11.1	5.6	1.7	.5
11 CENTS -----	1.1	-	.3	-
12 AND UNDER 13 CENTS -----	6.1	2.0	.7	.2
14 CENTS -----	3.7	-	.9	-
15 AND UNDER 16 CENTS -----	12.0	4.9	2.1	.3
16 CENTS -----	1.0	-	.4	-
17 CENTS -----	-	.4	-	(8)
18 CENTS -----	4.8	2.7	1.0	.7
20 CENTS -----	7.7	7.3	1.2	.5
21 CENTS -----	-	.8	-	-
22 CENTS -----	-	1.6	-	.3
25 CENTS -----	11.9	5.8	2.2	.1
30 CENTS -----	-	1.9	-	.2
31 AND UNDER 32 CENTS -----	-	.5	-	.1
33 AND UNDER 34 CENTS -----	-	.8	-	(8)
40 CENTS -----	-	1.0	-	.1
50 CENTS -----	1.4	1.0	.3	.1
UNIFORM PERCENTAGE:				
3 PERCENT -----	.3	-	.1	-
5 PERCENT -----	3.6	-	1.6	-
6 PERCENT -----	2.3	-	.5	-
7 PERCENT -----	1.4	-	.2	-
8 PERCENT -----	1.4	-	.2	-
10 PERCENT -----	.1	4.6	-	.1
15 PERCENT -----	1.4	-	-	-
OTHER DIFFERENTIAL:				
FULL DAY'S PAY FOR REDUCED HOURS -----	5.6	5.6	1.5	.5
FULL DAY'S PAY FOR REDUCED HOURS PLUS CENTS -----	2.0	22.5	.2	.5
FULL DAY'S PAY FOR REDUCED HOURS PLUS PERCENT -----	-	.3	-	.1

See footnotes at end of tables.

**Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Los Angeles—
Long Beach, Calif., October 1975**

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
PERCENT OF WORKERS BY SCHEDULED WEEKLY HOURS AND DAYS																	
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
25 HOURS-S DAYS -----	(9)	-	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-
35 HOURS-5 DAYS -----	1	1	1	1	-	1	-	-	1	(9)	1	2	-	(9)	1	1	7
36 HOURS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	(9)	-	1	-	-
4 1/2 DAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	-	-	1	-	-
5 DAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	(9)	-	-	-	-
36 1/4 HOURS-S DAYS -----	(9)	1	-	-	-	-	-	-	1	-	1	-	-	-	-	6	-
36 1/3 HOURS-S DAYS -----	-	-	-	-	-	-	-	-	2	-	2	-	-	-	5	-	-
36 2/3 HOURS-5 DAYS -----	1	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-
37 HOURS-S DAYS -----	1	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-
37 1/2 HOURS-5 DAYS -----	4	3	5	-	1	6	9	-	15	11	17	1	7	9	24	27	-
37 3/4 HOURS-S DAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	2	-	-	-	-
38 HOURS-5 DAYS -----	(9)	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-
38 1/4 HOURS-S DAYS -----	-	-	-	-	-	-	-	-	(9)	1	-	-	-	-	-	-	-
38 1/2 HOURS-5 DAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	-	(9)	-	-	-
38 3/4 HOURS-S DAYS -----	-	-	-	-	-	-	-	-	7	3	9	-	1	-	18	2	-
38 8/10 HOURS-5 DAYS -----	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-
39 HOURS-S DAYS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
39 1/2 HOURS-S DAYS -----	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	-
40 HOURS -----	91	92	89	99	99	83	86	100	73	8	68	97	90	91	47	64	93
5 DAYS -----	90	91	89	99	99	83	86	100	73	8	68	97	90	90	47	64	93
5 1/2 DAYS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 1/2 DAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	-	(9)	-	-	-
44 HOURS-5 1/2 DAYS -----	(9)	-	(9)	(9)	-	-	-	-	-	-	-	-	-	-	-	-	-
46 HOURS-6 DAYS -----	1	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-
48 HOURS-6 DAYS -----	(9)	-	(9)	-	1	-	-	-	-	-	-	-	-	-	-	-	-
58 HOURS-6 DAYS -----	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE SCHEDULED WEEKLY HOURS																	
ALL WEEKLY WORK SCHEDULES -----	39.9	40.1	39.7	40.	40.0	39.7	39.1	40.0	39.4	39.7	39.3	39.9	39.8	39.8	38.8	39.0	39.6

See footnote at end of tables.

Table B-4. Annual paid holidays for full-time workers in Los Angeles—Long Beach, Calif., October 1975

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
PERCENT OF WORKERS																	
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID HOLIDAYS -----	8	2	12	1	1	16	27	11	(9)	-	(9)	-	-	(9)	-	(9)	-
IN ESTABLISHMENTS PROVIDING PAID HOLIDAYS -----	92	98	88	99	99	84	73	89	99	100	99	100	100	99	100	99	100
AVERAGE NUMBER OF PAID HOLIDAYS																	
FOR WORKERS IN ESTABLISHMENTS PROVIDING HOLIDAYS -----	8.8	9.5	8.3	9.2	8.4	8.0	7.3	6.6	9.2	9.2	9.0	9.8	8.6	8.1	9.3	8.7	6.8
PERCENT OF WORKERS BY NUMBER OF PAID HOLIDAYS PROVIDED ¹⁰																	
4 HOLIDAYS -----	(9)	-	1	-	-	2	-	-	(9)	-	(9)	-	-	(9)	-	-	-
5 HOLIDAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	-	-	-	(9)	-
6 HOLIDAYS -----	11	8	13	1	16	13	24	32	4	3	5	(9)	8	9	1	13	39
PLUS 1 OR MORE HALF DAYS -----	1	1	(9)	-	1	-	1	-	1	1	(9)	-	2	1	-	(9)	-
7 HOLIDAYS -----	8	3	11	3	7	8	21	57	7	2	9	1	8	20	5	14	54
PLUS 1 OR MORE HALF DAYS -----	1	2	1	-	4	-	-	-	2	3	1	-	3	-	2	-	-
8 HOLIDAYS -----	14	12	15	4	20	18	15	-	12	14	12	7	34	18	7	9	-
PLUS 1 OR MORE HALF DAYS -----	2	5	(9)	-	(9)	-	-	-	11	5	13	(9)	1	-	28	2	-
9 HOLIDAYS -----	25	21	29	15	30	42	8	-	16	21	14	9	16	50	6	19	-
PLUS 1 OR MORE HALF DAYS -----	1	1	(9)	-	1	-	1	-	7	1	9	-	2	-	20	1	-
10 HOLIDAYS -----	19	27	12	62	11	2	1	-	23	25	22	79	16	1	9	32	7
PLUS 1 OR MORE HALF DAYS -----	(9)	-	(9)	-	2	-	-	-	4	-	6	-	5	-	12	-	-
11 HOLIDAYS -----	3	3	4	14	5	-	3	-	5	3	6	4	4	-	9	9	-
PLUS 1 OR MORE HALF DAYS -----	(9)	(9)	(9)	-	(9)	-	-	-	1	-	-	-	-	-	-	-	-
12 HOLIDAYS -----	3	6	(9)	-	(9)	-	-	-	2	-	(9)	-	(9)	-	-	(9)	-
13 HOLIDAYS -----	2	5	-	-	-	-	-	-	4	1	1	-	-	-	3	-	-
14 HOLIDAYS -----	2	4	(9)	-	(9)	-	-	-	(9)	1	-	-	-	-	-	-	-
15 HOLIDAYS -----	(9)	(9)	-	-	-	-	-	-	(9)	-	(9)	-	(9)	-	-	-	-
17 HOLIDAYS -----	-	-	-	-	-	-	-	-	(9)	-	(9)	-	-	-	-	(9)	-
PERCENT OF WORKERS BY TOTAL PAID HOLIDAY TIME PROVIDED ¹¹																	
6 DAYS OR MORE -----	92	98	87	94	99	83	73	89	99	100	99	100	100	99	100	99	100
6 1/2 DAYS OR MORE -----	80	90	73	94	94	70	50	57	96	97	95	99	92	91	99	87	61
7 DAYS OR MORE -----	80	89	73	94	94	70	48	57	95	97	95	99	92	89	99	86	61
7 1/2 DAYS OR MORE -----	72	86	62	94	77	62	27	-	88	94	86	99	84	69	94	72	7
8 DAYS OR MORE -----	71	85	61	94	71	62	27	-	87	94	85	99	79	69	92	72	7
8 1/2 DAYS OR MORE -----	57	72	46	94	51	44	12	-	74	7	73	92	46	51	85	63	7
9 DAYS OR MORE -----	56	70	46	94	51	44	12	-	66	7	62	92	45	51	62	61	7
9 1/2 DAYS OR MORE -----	30	47	17	77	20	2	4	-	47	5	46	83	28	1	53	42	7
10 DAYS OR MORE -----	30	46	17	77	20	2	4	-	40	5	36	83	27	1	32	41	7
10 1/2 DAYS OR MORE -----	11	19	4	14	9	-	3	-	17	24	14	4	12	-	23	9	-
11 DAYS OR MORE -----	10	19	4	14	7	-	3	-	13	24	9	4	4	-	14	9	-
12 DAYS OR MORE -----	7	15	(9)	-	1	-	-	-	7	2	1	-	1	-	3	(9)	-
13 DAYS OR MORE -----	4	10	(9)	-	(9)	-	-	-	4	12	1	-	(9)	-	3	(9)	-
14 DAYS OR MORE -----	2	4	(9)	-	(9)	-	-	-	1	2	(9)	-	(9)	-	-	(9)	-
15 DAYS OR MORE -----	(9)	(9)	-	-	-	-	-	-	(9)	2	(9)	-	(9)	-	-	(9)	-

See footnotes at end of tables.

**Table B-4a. Identification of major paid holidays for full-time workers in Los Angeles—
Long Beach, Calif., October 1975**

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
<u>Percent of workers</u>																	
All full-time workers -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
New Year's Day-----	91	97	86	99	99	84	62	89	99	98	99	100	100	99	100	98	100
Washington's Birthday-----	37	26	45	89	36	30	52	56	63	31	76	95	47	19	98	59	60
North Atlantic Treaty Organization Day-----	1	3	-	-	-	-	-	-	2	6	-	-	-	-	-	-	-
Good Friday-----	15	27	6	22	11	2	(⁹)	-	14	29	8	14	8	2	9	5	-
Good Friday, half day-----	1	1	1	-	4	-	-	-	19	(⁹)	26	-	10	-	54	(⁹)	-
Easter Sunday-----	3	-	6	-	-	10	4	-	1	-	1	-	-	6	-	-	-
Memorial Day-----	91	98	86	99	99	83	71	89	99	99	99	100	94	99	99	99	100
Fourth of July-----	92	98	87	99	99	83	73	89	99	100	99	100	100	99	100	99	100
Labor Day-----	92	98	87	99	99	83	73	89	99	100	99	100	100	99	100	99	100
State Day-----	(⁹)	-	(⁹)	-	-	-	3	-	15	-	21	-	-	-	45	4	-
Columbus Day-----	3	1	5	26	-	-	5	-	8	(⁹)	10	52	-	4	3	5	7
Veterans Day-----	19	12	25	15	25	32	17	-	9	8	10	18	19	13	3	17	-
United Nations Day-----	1	3	-	-	-	-	-	-	2	6	-	-	-	-	-	-	-
Thanksgiving Day-----	92	98	87	99	97	84	69	89	99	100	99	100	97	99	100	99	100
Day after Thanksgiving-----	36	60	18	63	41	2	4	1	44	66	36	69	49	1	31	37	8
Christmas Eve-----	25	44	11	20	31	5	3	-	20	41	11	10	31	11	4	21	-
Christmas Eve, half day-----	5	9	1	-	6	-	2	-	8	13	6	(⁹)	7	1	9	3	-
Christmas Day-----	91	96	87	99	99	83	73	89	98	97	99	100	100	97	99	99	100
Christmas-New Year's holiday period ¹² -----	3	8	(⁹)	-	(⁹)	-	-	-	2	9	(⁹)	-	(⁹)	-	-	-	-
Extra day during Christmas week-----	1	1	1	-	5	-	-	-	3	1	4	-	5	-	7	-	-
3 extra days during Christmas week-----	2	4	-	-	-	-	-	-	2	6	-	-	-	-	-	-	-
New Year's Eve-----	9	19	2	-	11	-	(⁹)	-	7	15	5	-	11	-	2	20	-
New Year's Eve, half day-----	2	3	(⁹)	-	2	-	-	-	4	9	2	-	5	-	4	(⁹)	-
Floating holiday, 1 day ¹³ -----	12	10	13	41	16	6	7	-	26	15	30	59	16	4	38	11	7
Floating holiday, 2 days ¹³ -----	5	8	2	7	3	-	(⁹)	-	7	5	8	7	1	-	11	17	-
Floating holiday, 3 days ¹³ -----	7	4	10	3	1	20	(⁹)	-	7	6	7	1	9	37	3	1	-
Floating holiday, 4 days ¹³ -----	2	4	(⁹)	-	1	-	-	-	3	9	1	-	(⁹)	-	-	11	-
Employee's birthday-----	24	19	28	64	29	24	7	-	12	11	12	38	13	23	3	7	-
Employee's anniversary-----	2	1	3	11	-	1	2	-	2	-	3	4	-	2	4	-	-
Personal holiday, 2 days-----	1	-	1	-	-	2	-	-	2	-	3	-	-	5	4	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Los Angeles—
Long Beach, Calif., October 1975

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
PERCENT OF WORKERS																	
ALL FULL-TIME WORKERS -----	100	100	100	10	10	100	100	100	100	10	100	100	100	100	100	100	100
IN ESTABLISHMENTS NOT PROVIDING PAID VACATIONS -----	3	2	4	-	-	2	21	-	(9)	-	(9)	-	-	-	-	(9)	(9)
IN ESTABLISHMENTS PROVIDING PAID VACATIONS -----	97	98	96	10	100	98	79	100	99	9	99	100	100	100	100	99	99
LENGTH-OF-TIME PAYMENT -----	91	91	92	9	96	97	77	52	97	9	99	99	100	100	99	99	99
PERCENTAGE PAYMENT -----	5	7	4	-	4	1	2	48	2	1	(9)	1	-	-	-	-	-
OTHER PAYMENT -----	-	-	-	-	-	-	-	-	(9)	-	1	-	-	-	1	-	-
AMOUNT OF PAID VACATION AFTER: ¹⁴																	
6 MONTHS OF SERVICE:																	
UNDER 1 WEEK -----	4	9	1	1	-	-	4	-	2	-	1	(9)	-	-	3	1	-
1 WEEK -----	14	13	15	5	13	7	3	32	46	2	54	66	16	12	74	40	56
OVER 1 AND UNDER 2 WEEKS -----	1	(9)	1	1	-	-	3	16	1	(9)	1	-	-	-	-	10	-
2 WEEKS -----	2	3	1	1	-	-	-	17	3	-	1	-	-	-	3	-	-
1 YEAR OF SERVICE:																	
1 WEEK -----	57	63	53	3	60	61	50	6	18	2	16	26	42	34	2	11	23
OVER 1 AND UNDER 2 WEEKS -----	1	3	(9)	-	2	-	-	-	(9)	(9)	-	-	-	-	-	-	-
2 WEEKS -----	36	30	40	6	38	37	22	67	74	7	62	74	58	66	97	76	77
OVER 2 AND UNDER 3 WEEKS -----	1	3	1	-	-	-	(9)	16	2	-	1	-	-	-	1	7	-
3 WEEKS -----	1	-	1	2	-	-	3	11	(9)	-	1	-	-	-	-	5	-
4 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
2 YEARS OF SERVICE:																	
1 WEEK -----	12	17	8	-	8	2	30	6	2	-	2	1	(9)	7	-	4	1
OVER 1 AND UNDER 2 WEEKS -----	1	3	(9)	-	-	-	2	-	(9)	(9)	-	-	-	-	-	-	-
2 WEEKS -----	78	71	84	9	70	95	40	67	93	9	93	99	99	92	96	70	99
OVER 2 AND UNDER 3 WEEKS -----	3	6	1	-	2	-	(9)	16	4	-	4	-	-	-	3	21	-
3 WEEKS -----	2	1	2	2	-	1	3	11	1	-	1	-	-	1	1	5	-
4 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
3 YEARS OF SERVICE:																	
1 WEEK -----	3	3	2	(9)	-	1	8	6	1	(9)	1	(9)	-	5	-	2	1
OVER 1 AND UNDER 2 WEEKS -----	(9)	(9)	(9)	-	-	-	2	-	-	-	-	-	-	-	-	-	-
2 WEEKS -----	86	81	89	9	78	96	62	67	92	8	94	99	99	94	96	72	99
OVER 2 AND UNDER 3 WEEKS -----	5	9	1	-	2	-	(9)	16	4	-	4	(9)	-	-	3	21	-
3 WEEKS -----	3	4	1	2	-	1	(9)	11	2	-	1	-	(9)	1	1	1	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	(9)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	(9)	-	(9)	-	-	-	3	-	(9)	-	1	-	-	-	-	4	-
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
4 YEARS OF SERVICE:																	
1 WEEK -----	3	3	2	(9)	-	1	8	6	1	(9)	1	(9)	-	5	-	2	1
OVER 1 AND UNDER 2 WEEKS -----	(9)	(9)	(9)	-	-	-	2	-	-	-	-	-	-	-	-	-	-
2 WEEKS -----	84	79	88	9	78	93	62	67	91	8	93	99	98	92	96	69	99
OVER 2 AND UNDER 3 WEEKS -----	5	9	3	-	2	2	(9)	16	4	-	4	(9)	-	2	3	21	-
3 WEEKS -----	3	6	1	2	(9)	1	(9)	11	3	7	1	-	2	1	1	4	-
OVER 3 AND UNDER 4 WEEKS -----	(9)	(9)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	(9)	-	(9)	-	-	-	3	-	(9)	-	1	-	-	-	-	4	-
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Los Angeles—
Long Beach, Calif., October 1975—Continued

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED																	
5 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	53	59	48	4	56	45	43	73	50	6	45	45	61	55	40	33	71
OVER 2 AND UNDER 3 WEEKS -----	6	8	4	2	11	2	1	16	5	-	5	(9)	6	2	5	16	-
3 WEEKS -----	35	28	41	4	34	49	28	-	44	3	49	55	33	37	55	46	29
OVER 3 AND UNDER 4 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 WEEKS -----	1	(9)	1	2	-	-	3	11	(9)	(9)	1	-	-	-	-	4	-
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
10 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	8	3	12	-	15	14	10	6	5	-	7	2	23	9	3	6	10
OVER 2 AND UNDER 3 WEEKS -----	1	1	(9)	-	3	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	75	80	72	87	74	72	56	67	84	8	34	96	71	81	88	72	68
OVER 3 AND UNDER 4 WEEKS -----	4	7	3	-	2	2	(9)	16	2	2	1	1	-	2	1	4	-
4 WEEKS -----	7	5	7	-	5	8	8	11	8	1	7	1	6	3	8	16	21
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
6 WEEKS -----	(9)	(9)	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
12 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	7	1	12	-	15	14	10	6	5	-	6	2	23	9	3	6	9
OVER 2 AND UNDER 3 WEEKS -----	1	1	(9)	-	3	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	73	75	71	87	73	72	54	67	81	8	30	96	68	81	83	60	70
OVER 3 AND UNDER 4 WEEKS -----	5	7	3	-	2	2	1	16	4	2	5	1	-	2	6	16	-
4 WEEKS -----	9	11	8	-	6	8	9	11	9	14	8	1	9	3	8	17	21
OVER 4 AND UNDER 5 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
OVER 5 AND UNDER 6 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
6 WEEKS -----	(9)	(9)	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
15 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	7	1	12	-	15	14	10	6	4	-	5	(9)	16	9	1	6	9
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	42	53	33	4	45	19	46	67	49	65	43	74	50	22	33	53	63
OVER 3 AND UNDER 4 WEEKS -----	2	3	2	-	1	-	1	16	5	-	6	9	1	-	6	11	-
4 WEEKS -----	42	36	47	4	37	63	17	-	42	31	46	16	34	64	60	25	29
OVER 4 AND UNDER 5 WEEKS -----	(9)	1	(9)	-	2	-	(9)	-	(9)	(9)	(9)	-	-	-	-	4	-
5 WEEKS -----	(9)	(9)	(9)	-	-	-	-	11	-	-	-	-	-	-	-	-	-
6 WEEKS -----	(9)	(9)	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
OVER 6 AND UNDER 7 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
20 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	7	1	12	-	15	14	10	6	4	-	5	(9)	16	9	1	6	9
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	22	26	19	2	32	16	29	38	21	25	19	6	31	17	17	30	48
OVER 3 AND UNDER 4 WEEKS -----	1	2	1	-	1	-	-	16	(9)	1	(9)	-	1	-	-	-	-
4 WEEKS -----	44	49	40	6	37	36	34	29	67	61	69	82	41	59	79	59	43
OVER 4 AND UNDER 5 WEEKS -----	1	3	(9)	-	2	-	(9)	-	(9)	(9)	(9)	-	-	-	-	4	-
5 WEEKS -----	18	12	22	31	13	31	(9)	11	7	4	6	12	12	10	3	1	-
6 WEEKS -----	1	3	-	-	-	-	-	-	(9)	1	-	-	-	-	-	-	-
OVER 6 AND UNDER 7 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Los Angeles—
Long Beach, Calif., October 1975—Continued

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
AMOUNT OF PAID VACATION AFTER ¹⁴ - CONTINUED																	
25 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	7	1	12	1	15	14	10	6	4	1	5	(9)	16	9	1	6	9
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	22	26	19	2	32	16	29	38	20	25	18	6	31	17	15	30	48
OVER 3 AND UNDER 4 WEEKS -----	1	1	1	-	1	-	-	16	(9)	1	(9)	-	1	-	-	-	-
4 WEEKS -----	32	43	24	3	33	13	33	29	50	4	51	26	37	16	78	35	36
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	-	2	-	(9)	-	2	1	3	-	-	-	3	14	-
5 WEEKS -----	29	18	37	4	18	54	1	11	21	21	21	60	16	53	3	14	7
OVER 5 AND UNDER 6 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 WEEKS -----	3	3	2	1	-	-	-	-	2	4	1	7	-	-	-	-	-
7 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
30 YEARS OF SERVICE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	7	1	12	1	15	14	10	6	4	1	5	(9)	16	9	1	6	9
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	22	26	19	2	32	16	29	38	20	25	18	6	31	17	15	30	48
OVER 3 AND UNDER 4 WEEKS -----	1	1	1	-	1	-	-	16	(9)	1	(9)	-	1	-	-	-	-
4 WEEKS -----	31	41	23	3	33	13	33	29	49	47	50	20	37	16	78	35	36
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	-	2	-	(9)	-	(9)	(9)	(9)	-	-	-	-	4	-
5 WEEKS -----	29	18	37	5	18	54	1	11	23	2	25	67	16	53	6	25	7
OVER 5 AND UNDER 6 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 WEEKS -----	3	5	2	1	-	-	-	-	2	4	1	7	-	-	-	-	-
7 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-
MAXIMUM VACATION AVAILABLE:																	
1 WEEK -----	2	2	1	-	-	1	5	-	1	(9)	1	-	-	5	-	1	-
2 WEEKS -----	7	1	12	1	15	14	10	6	4	1	5	(9)	16	9	1	6	9
OVER 2 AND UNDER 3 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 WEEKS -----	22	26	19	2	32	16	29	38	20	25	18	6	31	17	15	30	48
OVER 3 AND UNDER 4 WEEKS -----	1	1	1	-	1	-	-	16	(9)	1	(9)	-	1	-	-	-	-
4 WEEKS -----	31	41	22	3	33	12	33	29	49	47	50	20	37	14	78	35	36
OVER 4 AND UNDER 5 WEEKS -----	1	2	(9)	-	2	-	(9)	-	(9)	(9)	(9)	-	-	-	-	4	-
5 WEEKS -----	29	18	36	5	18	55	1	11	23	2	24	66	16	55	3	25	7
OVER 5 AND UNDER 6 WEEKS -----	(9)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 WEEKS -----	4	5	3	1	-	-	-	-	2	4	1	7	-	-	-	-	-
OVER 6 AND UNDER 7 WEEKS -----	-	-	-	-	-	-	-	-	1	-	1	-	-	-	3	-	-
7 WEEKS -----	-	-	-	-	-	-	-	-	(9)	(9)	-	-	-	-	-	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Los Angeles—
Long Beach, Calif., October 1975

Item	Plant workers								Office workers								
	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Services (excluding motion pictures)	Motion pictures	All industries	Manufacturing	Non-manufacturing	Public utilities	Wholesale trade	Retail trade	Finance	Services (excluding motion pictures)	Motion pictures
PERCENT OF WORKERS																	
ALL FULL-TIME WORKERS -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
IN ESTABLISHMENTS PROVIDING AT LEAST ONE OF THE BENEFITS SHOWN BELOW ¹⁵ -----	96	98	95	10	99	98	75	100	99	90	99	100	99	100	100	99	100
LIFE INSURANCE -----	93	96	92	10	92	97	66	100	96	92	98	100	93	99	99	91	100
NONCONTRIBUTORY PLANS -----	75	84	68	9	78	65	52	30	73	72	72	90	74	37	73	77	61
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -----	80	88	74	4	90	66	62	100	85	8	15	87	92	45	92	87	100
NONCONTRIBUTORY PLANS -----	67	75	61	7	78	56	50	30	66	6	65	77	73	24	68	76	61
SICKNESS AND ACCIDENT INSURANCE OR SICK LEAVE OR BOTH ¹⁶ -----	71	71	72	8	89	76	36	61	92	94	91	96	93	85	93	83	88
SICKNESS AND ACCIDENT INSURANCE -----	23	17	27	3	11	35	14	20	33	1	39	46	11	51	45	26	26
NONCONTRIBUTORY PLANS -----	13	15	12	3	9	7	10	-	17	11	20	45	10	3	20	15	16
SICK LEAVE (FULL PAY AND NO WAITING PERIOD) -----	43	44	41	7	72	25	21	41	79	77	79	95	79	34	86	78	88
SICK LEAVE (PARTIAL PAY OR WAITING PERIOD) -----	17	16	18	-	16	28	12	-	7	14	5	(9)	13	9	4	2	-
LONG-TERM DISABILITY INSURANCE -----	23	22	24	2	15	34	10	16	50	3	55	25	22	57	73	67	5
NONCONTRIBUTORY PLANS -----	12	14	10	1	10	9	9	-	24	1	26	10	20	8	34	46	-
HOSPITALIZATION INSURANCE -----	95	97	93	10	99	96	74	100	99	90	98	100	99	95	98	99	98
NONCONTRIBUTORY PLANS -----	75	87	66	8	94	57	58	60	58	81	50	79	83	23	29	83	65
SURGICAL INSURANCE -----	95	97	93	10	99	96	74	100	99	90	98	100	99	95	98	99	98
NONCONTRIBUTORY PLANS -----	75	87	66	8	94	57	58	60	58	81	50	79	83	23	29	83	65
MEDICAL INSURANCE -----	95	97	93	10	99	96	74	100	99	90	98	100	99	95	98	99	77
NONCONTRIBUTORY PLANS -----	75	87	66	8	94	57	58	60	58	81	49	79	83	23	29	83	44
MAJOR MEDICAL INSURANCE -----	91	91	91	10	99	93	71	84	99	90	98	100	99	93	98	99	98
NONCONTRIBUTORY PLANS -----	71	82	64	7	90	57	56	44	58	72	50	78	80	23	29	84	65
DENTAL INSURANCE -----	44	46	42	6	44	39	32	6	42	4	41	44	36	17	49	45	3
NONCONTRIBUTORY PLANS -----	43	46	40	6	42	38	32	-	25	4	19	38	32	13	6	43	-
RETIREMENT PENSION -----	74	74	74	9	73	78	47	65	85	84	84	89	66	88	91	62	91
NONCONTRIBUTORY PLANS -----	58	64	53	7	72	46	39	11	57	6	57	79	62	27	80	53	45

See footnotes at end of tables.

Footnotes

All of these standard footnotes may not apply to this bulletin.

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by two rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁴ These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

⁵ Excludes workers in subclerical jobs such as messenger.

⁶ Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

⁷ Includes all plant workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

⁸ Less than 0.05 percent.

⁹ Less than 0.5 percent.

¹⁰ For purposes of this study, pay for a Sunday in December, negotiated in the automobile industry, is not treated as a paid holiday.

¹¹ All combinations of full and half days that add to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹² A Christmas-New Year holiday period is an unbroken series of holidays which includes Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.

¹³ "Floating" holidays vary from year to year according to employer or employee choice.

¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

¹⁵ Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

¹⁶ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented where the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage

workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Ocoos, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in nonoffice functions. Cafeteria workers and routemen are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Minimum entrance salaries for office workers relate only to the establishments visited. (See table B-1.) Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments.

Shift differential data are limited to full-time plant workers in manufacturing industries. (See table B-2.) This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

The scheduled weekly hours and days of a majority of the first-shift workers in an establishment are tabulated as applying to all full-time plant or office workers of that establishment. (See table B-3.) Scheduled weekly hours and days are those which a majority of full-time employees are expected to work for straight-time or overtime rates.

Paid holidays; paid vacations; and health, insurance, and pension plans are treated statistically as applying to all full-time plant or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed. (See tables B-4 through B-6.) Sums of individual items in tables B-2 through B-5 may not equal totals because of rounding.

Data on paid holidays are limited to holidays granted annually on a formal basis, which (1) are provided for in written form, or (2) are established by custom. (See table B-4.) Holidays ordinarily granted are included even though they may fall on a nonworkday and the worker is not granted another day off. The first part of the paid holidays table presents the number of whole and half holidays actually granted. The second part combines whole and half holidays to show total holiday time. Table B-4a reports the incidence of the most common paid holidays.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts.

The summary of vacation plans is a statistical measure of vacation provisions rather than a measure of the proportion of full-time workers actually receiving specific benefits. (See table B-5.) Provisions apply to all plant or office workers in an establishment regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent annual earnings are considered equivalent to 1 week's pay. Only basic plans are included. Estimates exclude vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans for which the employer pays at least a part of the cost include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer out of current operating funds or from a fund set aside for this purpose. (See table B-6.) An establishment is considered to have such a plan if the majority of employees are covered even though less than a majority participate under the plan because employees are required to contribute toward the cost. Excluded are legally required plans, such as workmen's compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employee contributions,⁴ plans are included only if the employer (1) contributes more than is legally required or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workmen's compensation, and private pensions benefits payable to the disabled employee.

Major medical insurance plans protect employees from sickness and injury expenses beyond the coverage of basic hospitalization, medical, and surgical plans. Typical features of major medical plans are (1) a "deductible" (e.g., \$50) paid by the insured before benefits begin; (2) a coinsurance feature requiring the insured to pay a portion (e.g., 20 percent) of certain expenses; and (3) state dollar maximum benefits (e.g., \$10,000 a year). Medical insurance provides complete or partial payment of doctors' fees. Dental insurance usually covers fillings, extractions, and X-rays. Excluded are plans which cover only oral surgery or accident damage. Retirement pension plans provide payments for the remainder of the worker's life.

⁴ The temporary disability laws in California and Rhode Island do not require employer contributions.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days sick leave available to each employee. Such a plan need not be written; but informal sick leave allowances, determined on an individual basis, are excluded.

Establishments and workers within scope of survey and number studied in Los Angeles—Long Beach, Calif., October 1975

Industry division ²	Minimum employment in establishments in scope of study	Number of establishments		Workers in establishments				
		Within scope of study ³	Studied	Within scope of study				Studied
				Total ⁴		Full-time plant workers	Full-time office workers	
				Number	Percent			Total ⁴
ALL ESTABLISHMENTS								
ALL DIVISIONS -----	-	4,151	423	1,325,760	100	732,908	268,134	532,159
MANUFACTURING -----	100	1,432	130	517,304	39	319,103	74,991	189,598
NONMANUFACTURING -----	-	2,719	293	808,456	61	413,805	193,143	342,561
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	100	163	40	132,329	10	65,858	29,456	105,747
WHOLESALE TRADE -----	50	765	63	110,887	8	63,382	23,232	22,143
RETAIL TRADE -----	100	399	43	255,031	19	201,468	24,559	87,547
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	50	484	47	132,421	10	73,702	88,794	62,359
SERVICES (EXCLUDING MOTION PICTURES) ⁸ -----	50	110	81	150,253	11	66,462	23,374	45,458
MOTION PICTURES ⁹ -----	50	18	19	27,535	2	12,433	3,728	19,307
LARGE ESTABLISHMENTS								
ALL DIVISIONS -----	-	472	182	762,744	100	398,015	162,391	482,327
MANUFACTURING -----	500	225	68	299,677	39	157,786	48,546	175,513
NONMANUFACTURING -----	-	246	114	463,117	61	240,229	113,845	306,814
TRANSPORTATION, COMMUNICATION, AND OTHER PUBLIC UTILITIES ⁵ -----	500	29	23	110,161	14	52,308	25,752	101,942
WHOLESALE TRADE -----	500	23	12	21,144	3	11,503	4,318	13,060
RETAIL TRADE -----	500	100	29	192,036	25	155,704	18,977	84,421
FINANCE, INSURANCE, AND REAL ESTATE ⁶ -----	500	43	18	74,909	10	7,870	54,656	57,060
SERVICES (EXCLUDING MOTION PICTURES) ⁸ -----	500	38	21	45,822	6	12,063	7,838	32,597
MOTION PICTURES ⁹ -----	500	13	11	19,063	2	7,781	2,304	17,734

¹ The Los Angeles-Long Beach Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Los Angeles County. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes executive, professional, part-time, and other workers excluded from the separate plant and office categories.

⁵ Abbreviated to "public utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation were excluded. Electric utilities and most of the local transit for the city of Los Angeles are municipally operated and are excluded by definition from the scope of the study.

⁶ Abbreviated to "finance" in the A- and B-series tables.

⁷ Estimate relates to real estate establishments only. Workers from the entire industry division are represented in the A-series tables, but from the real estate portion only in "all industry" estimates in the B-series tables.

⁸ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

⁹ Motion picture production and motion picture service industries independent of production but allied thereto.

Industrial composition in manufacturing	
Almost two-fifths of the workers within scope of the survey in the Los Angeles-Long Beach area were employed in manufacturing firms. The following presents the major industry groups and specific industries as a percent of all manufacturing:	
Industry groups	Specific industries
Transportation equipment..... 21	Aircraft and parts..... 17
Electrical equipment and supplies..... 15	Communication equipment..... 7
Machinery, except electrical... 10	
Fabricated metal products..... 8	
Food and kindred products..... 7	
Apparel and other textile products..... 5	

This information is based on estimates of total employment derived from universe materials compiled before actual survey. Proportions in various industry divisions may differ from proportions based on the results of the survey as shown in the appendix table.

Labor-management agreement coverage		
The following tabulation shows the percent of full-time plant and office workers employed in establishments in which a union contract or contracts covered a majority of the workers in the respective categories, Los Angeles-Long Beach, Calif., October 1975:		
	Plant workers	Office workers
All industries.....	56	16
Manufacturing.....	62	18
Nonmanufacturing.....	52	15
Public utilities.....	95	69
Wholesale trade.....	49	7
Retail trade.....	38	9
Finance.....	-	2
Services (excluding motion pictures).....	48	9
Motion pictures.....	94	61

An establishment is considered to have a contract covering all plant or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other plant or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their plant or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker are being introduced this year. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also operate from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works a confidential relationship with only one manager or executive and performs more responsible and secretarial tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at a switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required programs (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling inventory control, cost analysis, and sales analysis record in which every item of each type automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems; advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class B. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist higher level systems analyst by preparing the detailed specifications required by programmers for information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on details of form, function, and positional relationships of components and parts. Works with minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts transposes scale as required. Suggested methods of approach, applicable precedents, and advice from source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct length with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloy materials; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerance heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment who duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers and performing the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

CKER, SHIPPING—Continued

ck in order to verify content; selection of appropriate type and size of container; inserting closures in container; using excelsior or other material to prevent breakage or damage; closing and filling container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

IPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

UCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' uses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska
Albany, Ga.
Albuquerque, N. Mex.
Alexandria, La.
Alpena, Standish, and Tawas City, Mich.
Ann Arbor, Mich.
Asheville, N.C.
Atlantic City, N.J.
Augusta, Ga.-S.C.
Bakersfield, Calif.
Baton Rouge, La.
Battle Creek, Mich.
Beaumont-Port Arthur-Orange, Tex.
Biloxi-Gulfport and Pascagoula, Miss.
Boise City, Idaho
Bremerton, Wash.
Bridgeport, Norwalk, and Stamford, Conn.
Brunswick, Ga.
Burlington, Vt.-N.Y.
Cape Cod, Mass.
Cedar Rapids, Iowa
Champaign-Urbana-Rantoul, Ill.
Charleston, S.C.
Charlotte-Gastonia, N.C.
Cheyenne, Wyo.
Clarksville-Hopkinsville, Tenn.-Ky.
Colorado Springs, Colo.
Columbia, S.C.
Columbus, Ga.-Ala.
Columbus, Miss.
Crane, Ind.
Decatur, Ill.
Des Moines, Iowa
Dothan, Ala.
Duluth-Superior, Minn.-Wis.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.
Eugene-Springfield, Oreg.
Fayetteville, N.C.
Fitchburg-Leominster, Mass.
Fort Smith, Ark.-Okla.
Fort Wayne, Ind.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-
Martinsburg, W. Va.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island-Hastings, Nebr.
Great Falls, Mont.
Guam, Territory of
Harrisburg-Lebanon, Pa.
Huntington-Ashland, W. Va.-Ky.-Ohio
Knoxville, Tenn.
La Crosse, Wis.
Laredo, Tex.
Las Vegas, Nev.
Lawton, Okla.
Lima, Ohio
Little Rock-North Little Rock, Ark.

Logansport-Peru, Ind.
Lorain-Elyria, Ohio
Lower Eastern Shore, Md.-Va.-Del.
Lynchburg, Va.
Macon, Ga.
Madison, Wis.
Mansfield, Ohio
Marquette, Escanaba, Sault Ste. Marie, Mich.
McAllen-Pharr-Edinburg and Brownsville-
Harlingen-San Benito, Tex.
Medford-Klamath Falls-Grants Pass, Oreg.
Meridian, Miss.
Middlesex, Monmouth, and Ocean Cos., N.J.
Mobile and Pensacola, Ala.-Fla.
Montgomery, Ala.
Nashville-Davidson, Tenn.
New Bern-Jacksonville, N.C.
New London-Norwich, Conn.-R.I.
North Dakota, State of
Orlando, Fla.
Oxnard-Simi Valley-Ventura, Calif.
Panama City, Fla.
Parkersburg-Marietta, W. Va.-Ohio
Peoria, Ill.
Phoenix, Ariz.
Pine Bluff, Ark.
Pocatello-Idaho Falls, Idaho
Portsmouth, N.H.-Maine-Mass.
Pueblo, Colo.
Puerto Rico
Reno, Nev.
Richland-Kennewick-Walla Walla-
Pendleton, Wash.-Oreg.
Riverside-San Bernardino-Ontario, Calif.
Salina, Kans.
Salinas-Seaside-Monterey, Calif.
Sandusky, Ohio
Santa Barbara-Santa Maria-Lompoc, Calif.
Savannah, Ga.
Selma, Ala.
Sherman-Denison, Tex.
Shreveport, La.
Sioux Falls, S. Dak.
Spokane, Wash.
Springfield, Ill.
Springfield-Chicopee-Holyoke, Mass.-Conn.
Stockton, Calif.
Tacoma, Wash.
Tampa-St. Petersburg, Fla.
Topeka, Kans.
Tucson, Ariz.
Tulsa, Okla.
Vallejo-Fairfield-Napa, Calif.
Waco and Killeen-Temple, Tex.
Waterloo-Cedar Falls, Iowa
West Texas Plains
Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Cattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Dayton-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
Daytona Beach, Fla., Aug. 1975	1850-47, 65 cents	Richmond, Va., June 1975	1850-41, 65 cents
Denver-Boulder, Colo., Dec. 1975	1850-82, 75 cents	Rockford, Ill., June 1974 ²	Suppl. Free
Des Moines, Iowa, May 1974 ²	Suppl. Free	St. Louis, Mo.-Ill., Mar. 1975	Suppl. Free
Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1974 ¹	1850-19, 80 cents
Fort Lauderdale-Hollywood and West Palm Beach-Ft. Lauderdale, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
Green Bay, Wis., July 1975 ¹	1850-44, 80 cents	San Diego, Calif., Nov. 1975	1850-77, 45 cents
Greensboro-Winston-Salem-High Point, N.C., Aug. 1975	1850-49, 65 cents	San Francisco-Oakland, Calif., Mar. 1975 ¹	1850-35, \$1.00
Greenville-Spartanburg, S.C., June 1975	1850-42, 65 cents	San Jose, Calif., Mar. 1975 ¹	1850-36, 85 cents
Hartford, Conn., Mar. 1975 ¹	1850-28, 80 cents	Savannah, Ga., May 1974 ²	Suppl. Free
Houston, Tex., Apr. 1975	Suppl. Free	Seattle-Everett, Wash., Jan. 1975	Suppl. Free
Huntsville, Ala., Feb. 1975	Suppl. Free	South Bend, Ind., Mar. 1975	Suppl. Free
Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1975	1850-81, 45 cents	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Jessas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1975 ¹	1850-84, 75 cents	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1975 ¹	1850-86, \$1.15	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Macbourn-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1975	1850-85, 45 cents	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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EA WAGE SURVEY

Sacramento, California, Metropolitan Area

December 1975

Bulletin 1850-87



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U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Preface

This bulletin provides results of a December 1975 survey of occupational earnings in the Sacramento, California, Standard Metropolitan Statistical Area (Placer, Sacramento, and Yolo Counties). The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. The program is designed to yield data for individual metropolitan areas, as well as national and regional estimates for all Standard Metropolitan Statistical Areas in the United States, excluding Alaska and Hawaii.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

Currently, 83 areas are included in the program. (See list of areas on inside back cover.) In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Each year after all individual area wage surveys have been completed, two summary bulletins are issued. The first brings together data for each metropolitan area surveyed. The second summary bulletin presents national and regional estimates, projected from individual metropolitan area data.

The Sacramento survey was conducted by the Bureau's regional office in San Francisco, Calif., under the general direction of Milton Keenan, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

AREA WAGE SURVEY

Bulletin 1850-87
June 1976



U.S. DEPARTMENT OF LABOR, W. J. Usery, Jr., Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Sacramento, California, Metropolitan Area, December 1975

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BLS Regional Offices listed on back cover. Price 45 cents. Make checks payable to Superintendent of Documents.

Introduction

This area is 1 of 83 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits on an areawide basis. In this area, data were obtained by a combination of personal visit, mail questionnaire, and telephone interview. Representative establishments within six broad industry divisions were contacted: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time hourly or weekly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Occupations were selected from the following categories: (a) Office clerical, (b) professional and technical, (c) maintenance and powerplant, and (d) custodial

and material movement. In the 31 largest survey areas, tables A-1 through A-6a provide similar data for establishments employing 50 workers or more.

Following the occupational wage tables is table A-7 which provides percent changes in average earnings of office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance workers, and unskilled plant workers. This measure of wage trends eliminates changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. Where possible, data are presented for all industries, manufacturing, and nonmanufacturing. Appendix A discusses this wage trend measure.

Appendixes

This bulletin has two appendixes. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the survey. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings of office workers in Sacramento, Calif., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of																											
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 280	\$ 300						
						90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300	over							
ALL WORKERS																																	
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	33	39.5	\$ 161.00	\$ 155.50	\$ 138.00-165.00	-	-	-	-	-	-	9	-	13	5	-	-	-	6	-	-	-	-	-	-	-	-	-	-				
CLERKS, ACCOUNTING, CLASS A -----	395	39.5	182.50	175.00	155.00-200.50	-	-	-	-	7	18	21	23	54	52	37	12	33	92	5	9	5	4	5	18	-	-	-	-				
MANUFACTURING -----	57	39.5	224.00	220.50	192.50-275.00	-	-	-	-	-	-	-	-	9	1	2	2	6	5	2	5	3	4	4	14	-	-	-	-				
NONMANUFACTURING -----	338	39.5	175.50	170.50	155.00-200.50	-	-	-	-	7	18	21	23	45	51	35	10	27	87	3	4	2	-	1	4	-	-	-	-				
CLERKS, ACCOUNTING, CLASS B -----	328	39.5	150.00	139.00	124.00-175.00	-	-	-	13	40	70	42	29	16	26	20	17	15	33	-	1	-	4	2	-	-	-	-	-				
MANUFACTURING -----	59	39.5	162.00	166.00	126.50-177.00	-	-	-	-	-	16	2	5	1	9	14	4	4	-	-	-	-	4	-	-	-	-	-	-				
NONMANUFACTURING -----	269	39.5	147.50	132.50	121.00-167.00	-	-	-	13	40	54	40	24	15	17	6	13	11	33	-	1	-	-	2	-	-	-	-	-				
CLERKS, FILE, CLASS B -----	59	39.0	120.50	110.00	107.00-115.00	-	9	-	14	28	-	2	1	-	-	-	-	-	-	-	-	3	2	-	-	-	-	-	-				
NONMANUFACTURING -----	56	39.0	119.50	110.00	107.00-114.00	-	9	-	14	28	-	-	-	-	-	-	-	-	-	-	-	3	2	-	-	-	-	-	-				
CLERKS, ORDER -----	70	39.5	165.00	161.00	150.50-184.00	-	-	-	-	-	7	7	2	18	5	3	20	-	2	-	-	-	4	-	-	-	-	-	-				
CLERKS, PAYROLL -----	64	39.5	203.50	215.00	147.50-268.50	-	-	-	-	-	4	9	4	2	6	2	2	1	1	2	11	-	-	20	-	-	-	-	-				
NONMANUFACTURING -----	42	39.5	206.00	210.00	138.00-268.50	-	-	-	-	-	4	9	4	-	1	1	1	1	-	-	1	-	-	20	-	-	-	-	-				
TELETYPE OPERATORS, CLASS A -----	157	39.5	176.00	172.50	156.00-202.50	-	-	-	-	-	-	-	3	48	26	24	11	5	21	6	13	-	-	-	-	-	-	-	-				
MANUFACTURING -----	27	39.5	199.50	215.00	175.00-224.50	-	-	-	-	-	-	-	-	2	1	7	2	-	-	6	9	-	-	-	-	-	-	-	-				
TELETYPE OPERATORS, CLASS B -----	100	39.5	135.50	135.00	125.00-137.50	-	-	-	-	12	17	46	18	2	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-				
NONMANUFACTURING -----	98	39.5	135.50	135.00	124.50-136.00	-	-	-	-	12	17	46	16	2	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-				
SECRETARIES -----	472	39.5	191.00	184.00	159.00-218.50	-	-	-	4	2	13	33	23	46	52	48	36	16	37	54	33	17	21	19	11	7	-	-	-				
MANUFACTURING -----	137	39.5	196.00	200.50	169.00-218.50	-	-	-	-	-	4	-	3	15	24	8	4	8	11	28	21	1	3	3	4	-	-	-	-				
NONMANUFACTURING -----	335	39.5	189.00	180.50	156.50-218.50	-	-	-	4	2	9	33	20	31	28	40	32	8	26	26	12	16	18	16	7	7	-	-	-				
PUBLIC UTILITIES -----	48	40.0	247.00	249.00	228.00-280.50	-	-	-	-	-	-	4	-	2	-	2	-	-	2	-	2	3	10	11	6	*6	-	-	-				
SECRETARIES, CLASS A -----	30	39.0	209.50	218.50	184.00-227.00	-	-	-	-	-	-	-	-	-	3	4	6	-	-	9	-	4	3	-	-	1	-	-	-				
NONMANUFACTURING -----	29	39.0	208.00	218.50	184.00-216.50	-	-	-	-	-	-	-	-	-	3	4	6	-	-	9	-	4	2	-	-	1	-	-	-				
SECRETARIES, CLASS B -----	104	39.0	196.50	188.00	169.00-220.50	-	-	-	-	-	7	3	2	4	15	6	17	4	11	8	12	4	2	2	1	6	-	-	-				
NONMANUFACTURING -----	84	39.0	197.50	188.00	161.50-214.00	-	-	-	-	-	7	3	2	3	7	6	16	3	11	6	5	4	2	2	1	6	-	-	-				
SECRETARIES, CLASS C -----	217	39.5	197.50	200.00	165.50-221.00	-	-	-	-	2	-	8	13	22	26	22	8	7	20	33	13	7	14	14	8	-	-	-	-				
MANUFACTURING -----	73	39.5	199.50	209.00	169.00-215.00	-	-	-	-	-	-	-	3	7	9	5	3	2	8	23	8	-	2	1	2	-	-	-	-				
NONMANUFACTURING -----	144	39.5	196.50	185.00	161.00-230.00	-	-	-	-	2	-	8	10	15	17	17	5	5	12	10	5	7	12	13	6	-	-	-	-				
PUBLIC UTILITIES -----	30	40.0	258.00	268.50	242.00-274.00	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	3	6	11	6	-	-	-	-				
SECRETARIES, CLASS D -----	121	39.5	171.00	160.00	140.00-195.50	-	-	-	4	-	6	22	8	20	8	16	5	5	6	4	8	2	2	3	2	-	-	-	-				
MANUFACTURING -----	43	39.5	190.50	191.50	159.00-220.00	-	-	-	-	-	4	-	-	7	7	3	-	5	3	3	6	1	-	2	2	-	-	-	-				
NONMANUFACTURING -----	78	39.5	160.00	150.00	138.00-173.00	-	-	-	4	-	2	22	8	13	1	13	5	-	3	1	2	1	2	1	-	-	-	-	-				
STENOGRAPHERS, GENERAL -----	152	40.0	162.50	153.50	132.50-200.00	-	-	-	-	24	10	31	5	20	13	6	1	4	15	2	4	12	3	2	-	-	-	-	-				
MANUFACTURING -----	30	39.5	195.50	200.00	176.50-211.50	-	-	-	-	-	-	2	1	1	2	4	-	4	8	2	4	-	-	2	-	-	-	-	-				
NONMANUFACTURING -----	122	40.0	154.50	138.00	122.00-165.50	-	-	-	24	10	29	4	19	11	2	1	-	7	-	-	-	12	3	-	-	-	-	-	-				
PUBLIC UTILITIES -----	35	40.0	202.50	201.50	152.50-239.00	-	-	-	-	-	-	-	4	6	-	2	1	-	7	-	-	12	3	-	-	-	-	-	-				
STENOGRAPHERS, SENIOR -----	116	40.0	158.00	152.00	133.00-169.00	-	-	-	-	-	16	22	14	13	27	2	9	6	-	1	3	-	3	-	-	-	-	-	-				
NONMANUFACTURING -----	64	40.0	150.50	146.50	136.00-159.00	-	-	-	-	-	8	14	14	12	9	2	3	-	-	1	-	-	1	-	-	-	-	-	-				

* Workers were distributed as follows: 4 at \$ 300 to \$ 320; and 2 at \$ 320 to \$ 340.

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Sacramento, Calif., December 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 85 and under	\$ 90	\$ 95	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 260	\$ 280	\$ 300 and over							
						90	95	100	110	120	130	140	150	160	170	180	190	200	210	220	230	240	260	280	300								
ALL WORKERS-- CONTINUED																																	
SWITCHBOARD OPERATORS ----- NONMANUFACTURING -----	84 69	38.5 39.0	\$ 134.00 120.50	\$ 120.00 103.50	\$ 86.50-177.50 86.50-123.00	24 24	- -	8 8	6 6	- -	16 16	- -	1 1	1 1	3 2	5 4	2 -	8 2	- -	5 -	5 5	- -	- -	- -	- -	- -	- -	- -					
SWITCHBOARD OPERATOR-RECEPTIONISTS- NONMANUFACTURING -----	110 102	40.0 40.0	138.50 134.50	138.00 138.00	129.00-144.00 125.50-144.00	- -	- -	- -	10 10	5 5	13 13	48 46	18 18	7 7	2 2	- -	- -	5 1	- -	- -	- -	- -	- -	2 -	- -	- -	- -						
TYPISTS, CLASS A ----- NONMANUFACTURING -----	62 62	39.5 39.5	126.50 126.50	115.00 115.00	103.50-144.00 103.50-144.00	- -	- -	- -	27 27	7 7	6 6	1 1	9 9	1 1	6 6	1 1	2 2	- 2	- 2	- -	- -	- -	- -	- -	- -	- -	- -						
TYPISTS, CLASS B ----- NONMANUFACTURING -----	147 126	39.5 39.5	129.00 120.00	116.00 113.00	109.00-139.50 109.00-120.00	- -	- -	9 9	39 39	43 43	12 12	7 5	15 8	3 2	2 1	2 1	4 1	1 1	2 2	- -	2 2	2 -	4 -	- -	- -	- -	- -						

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Sacramento, Calif., December 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																											
			Mean ²	Median ²	Middle range ²	\$ 135 and under	\$ 140	\$ 145	\$ 150	\$ 160	\$ 170	\$ 180	\$ 190	\$ 200	\$ 210	\$ 220	\$ 230	\$ 240	\$ 250	\$ 260	\$ 270	\$ 280	\$ 290	\$ 300	\$ 310	\$ 320	\$ 320 and over						
						140	145	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	310	320	over							
ALL WORKERS																																	
COMPUTER OPERATORS, CLASS B -----	25	39.0	\$ 184.00	\$ 189.00	\$ 161.00-\$ 196.50	2	-	2	2	2	2	5	4	1	4	-	1	-	-	-	-	-	-	-	-	-	-	-					
DRAFTERS, CLASS B -----	30	40.0	243.50	234.50	221.50-260.00	-	-	-	-	-	-	-	-	-	4	8	5	4	-	4	-	1	1	3	-	-	-						
ELECTRONICS TECHNICIANS -----	73	38.0	265.50	263.00	249.00-285.50	-	-	-	-	-	-	-	-	-	-	-	15	4	16	13	6	14	-	-	2	-	-						
NONMANUFACTURING -----	59	37.5	266.00	259.00	245.50-285.50	-	-	-	-	-	-	-	-	-	-	-	15	-	16	7	2	14	-	-	2	-	-						

See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex,
in Sacramento, Calif., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	33	39.5	\$ 161.00	SECRETARIES -----	472	39.5	\$ 191.00	STENOGRAPHERS, SENIOR -----	116	40.0	\$ 158.00
CLERKS, ACCOUNTING, CLASS A -----	385	39.5	181.00	MANUFACTURING -----	137	39.5	196.00	NONMANUFACTURING -----	64	40.0	150.50
MANUFACTURING -----	53	39.5	226.50	NONMANUFACTURING -----	335	39.5	189.00	SWITCHBOARD OPERATORS -----	83	38.5	133.00
CLERKS, ACCOUNTING, CLASS B -----	319	39.5	148.50	PUBLIC UTILITIES -----	48	40.0	247.00	NONMANUFACTURING -----	68	39.0	118.50
MANUFACTURING -----	55	39.5	157.00	SECRETARIES, CLASS A -----	30	39.0	209.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-	110	40.0	138.50
NONMANUFACTURING -----	264	39.5	146.50	NONMANUFACTURING -----	29	39.0	208.00	NONMANUFACTURING -----	102	40.0	134.50
CLERKS, FILE, CLASS B -----	58	39.0	118.00	SECRETARIES, CLASS B -----	104	39.0	196.50	TYPISTS, CLASS A -----	62	39.5	126.50
NONMANUFACTURING -----	55	39.0	117.00	NONMANUFACTURING -----	84	39.0	197.50	NONMANUFACTURING -----	62	39.5	126.50
CLERKS, ORDER -----	39	39.5	158.00	SECRETARIES, CLASS C -----	217	39.5	197.50	TYPISTS, CLASS B -----	140	39.5	128.50
CLERKS, PAYROLL -----	58	39.5	198.00	MANUFACTURING -----	73	39.5	199.50	NONMANUFACTURING -----	122	39.5	120.50
NONMANUFACTURING -----	37	39.5	197.50	NONMANUFACTURING -----	144	39.5	196.50				
KEYPUNCH OPERATORS, CLASS A -----	157	39.5	176.00	PUBLIC UTILITIES -----	30	40.0	258.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
MANUFACTURING -----	27	39.5	199.50	SECRETARIES, CLASS D -----	121	39.5	171.00	DRAFTERS, CLASS B -----	30	40.0	243.50
KEYPUNCH OPERATORS, CLASS B -----	87	39.5	135.00	MANUFACTURING -----	43	39.5	190.50	ELECTRONICS TECHNICIANS -----	73	38.0	265.50
NONMANUFACTURING -----	85	39.5	135.00	NONMANUFACTURING -----	78	39.5	160.00	NONMANUFACTURING -----	59	37.5	266.00
				STENOGRAPHERS, GENERAL -----	151	40.0	162.00				
				MANUFACTURING -----	30	39.5	195.50				
				NONMANUFACTURING -----	121	40.0	153.50				
				PUBLIC UTILITIES -----	34	40.0	201.50				

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance and powerplant workers in Sacramento, Calif., December 1975

Sex, occupation, and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																										
		Mean ²	Median ²	Middle range ²	\$ 5.70	\$ 5.80	\$ 5.90	\$ 6.00	\$ 6.10	\$ 6.20	\$ 6.30	\$ 6.40	\$ 6.50	\$ 6.60	\$ 6.70	\$ 6.80	\$ 7.00	\$ 7.20	\$ 7.40	\$ 7.60	\$ 7.80	\$ 8.00	\$ 8.20	\$ 8.40	\$ 8.60	\$ 8.80	\$ 9.00				
					Under \$ 5.70	and under \$ 5.80	5.90	6.00	6.10	6.20	6.30	6.40	6.50	6.60	6.70	6.80	7.00	7.20	7.40	7.60	7.80	8.00	8.20	8.40	8.60	8.80	over				
ALL WORKERS		\$	\$	\$	\$																										
CARPENTERS, MAINTENANCE -----	32	6.25	6.01	6.01- 6.50	2	-	-	-	18	3	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
ELECTRICIANS, MAINTENANCE -----	109	6.61	6.58	6.16- 6.76	2	16	-	-	-	24	-	1	-	18	17	5	8	-	-	9	-	6	-	-	-	-	-	-			
MANUFACTURING -----	86	6.53	6.44	6.16- 6.76	2	16	-	-	-	24	-	1	-	18	-	5	8	-	-	9	-	-	-	-	-	-	-	-			
ENGINEERS, STATIONARY -----	91	7.08	6.27	6.16- 8.62	4	-	14	-	4	18	7	-	-	3	-	-	1	-	-	6	-	-	-	10	-	24	-				
MANUFACTURING -----	73	7.20	6.50	6.16- 8.62	-	-	14	-	4	18	-	-	-	3	-	-	-	-	-	-	-	-	-	10	-	24	-				
MACHINISTS, MAINTENANCE -----	74	6.59	6.16	6.02- 6.94	2	4	-	-	30	3	-	-	-	6	-	-	11	-	-	15	-	-	-	1	-	-	-				
MANUFACTURING -----	74	6.59	6.16	6.02- 6.94	2	4	-	-	30	3	-	-	-	6	-	-	11	-	-	15	-	-	-	1	-	-	-				
MECHANICS, AUTOMOTIVE -----	230	7.25	7.52	6.54- 7.79	14	-	-	-	-	9	8	10	1	18	-	-	27	-	10	26	54	10	28	-	15	-	-				
(MAINTENANCE) -----	125	7.01	6.81	6.54- 7.64	6	-	-	-	-	9	-	10	1	18	-	-	27	-	-	-	54	-	-	-	-	-	-				
MANUFACTURING -----	105	7.55	7.96	7.52- 8.06	8	-	-	-	-	-	8	-	-	-	-	-	-	-	10	26	-	10	28	-	15	-	-				
NONMANUFACTURING -----	65	7.62	8.06	7.27- 8.06	4	-	-	-	-	-	8	-	-	-	-	-	-	-	10	-	-	-	28	-	15	-	-				
PUBLIC UTILITIES -----																															
MECHANICS, MAINTENANCE -----	291	6.56	6.50	6.16- 7.28	19	36	-	-	-	60	-	-	15	30	24	4	20	-	78	-	-	-	-	5	-	-	-				
MANUFACTURING -----	267	6.56	6.50	6.16- 7.28	19	36	-	-	-	60	-	-	15	30	4	-	20	-	78	-	-	-	-	5	-	-	-				
PAINTERS, MAINTENANCE -----	35	5.51	5.56	5.29- 5.96	*22	-	-	5	1	-	4	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-				

* Workers were distributed as follows: 7 at \$ 4 to \$ 4.10; 7 at \$ 5.20 to \$ 5.30; and 8 at \$ 5.50 to \$ 5.60.

See footnotes at end of tables.

Table A-5. Hourly earnings of custodial and material movement workers in Sacramento, Calif., December 1975

Sex, occupation, and industry division	Number of workers	Hourly earnings ³			Number of workers receiving straight-time hourly earnings of—																									
		Mean ²	Median ²	Middle range ²	\$ 2.40 and under	\$ 2.50	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60				
					2.40	2.50	2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00			
ALL WORKERS																														
GUARDS AND WATCHMEN -----	298	\$ 3.70	\$ 3.10	\$ 2.70- 4.85	-	51	16																							
MANUFACTURING -----	104	4.71	4.85	4.23- 5.12	-	-	-																							
JANITORS, PORTERS, AND CLEANERS ---	658	3.84	3.55	3.55- 4.23	29	2	1																							
MANUFACTURING -----	136	4.72	4.40	4.40- 5.05	-	-	-																							
NONMANUFACTURING -----	522	3.61	3.55	3.55- 3.85	29	2	1																							
LABORERS, MATERIAL HANDLING -----	224	5.48	5.60	4.67- 6.11	-	-	-																							
MANUFACTURING -----	146	5.17	5.05	4.52- 5.60	-	-	-																							
NONMANUFACTURING -----	78	6.06	6.20	6.11- 6.25	-	-	-																							
RECEIVING CLERKS -----	42	6.12	6.09	6.09- 6.36	-	-	-																							
NONMANUFACTURING -----	39	6.12	6.09	6.09- 6.36	-	-	-																							
SHIPPING CLERKS -----	45	6.11	6.14	6.09- 6.16	-	-	-																							
NONMANUFACTURING -----	27	6.09	6.09	6.09- 6.14	-	-	-																							
SHIPPING AND RECEIVING CLERKS -----	31	5.60	5.46	5.46- 5.80	-	-	-																							
NONMANUFACTURING -----	25	5.62	5.46	5.46- 5.80	-	-	-																							
TRUCKDRIVERS -----	1,313	7.07	7.41	6.95- 7.41	-	-	1																							
NONMANUFACTURING -----	1,015	7.19	7.41	7.39- 7.65	-	-	1																							
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	473	7.40	7.65	7.39- 7.70	-	-	-																							
MANUFACTURING -----	123	6.87	6.95	6.95- 6.95	-	-	-																							
NONMANUFACTURING -----	350	7.59	7.67	7.39- 7.70	-	-	-																							
PUBLIC UTILITIES -----	166	7.51	7.65	7.39- 7.65	-	-	-																							
TRUCKERS, POWER (FORKLIFT) -----	498	5.42	5.31	4.85- 6.10	-	-	-																							
MANUFACTURING -----	376	5.10	4.86	4.76- 5.31	-	-	-																							
NONMANUFACTURING -----	122	6.40	6.44	6.10- 6.44	-	-	-																							
WAREHOUSEMEN -----	220	6.05	6.09	5.88- 6.39	-	-	-																							
NONMANUFACTURING -----	196	6.16	6.09	6.09- 6.73	-	-	-																							

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in Sacramento, Calif., December 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ¹	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ¹
MAINTENANCE, TOOLROOM, AND POWERPLANT OCCUPATIONS - MEN		\$	MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN--CONTINUED		\$
CARPENTERS, MAINTENANCE -----	32	6.25	JANITORS, PORTERS, AND CLEANERS ---	550	3.85
ELECTRICIANS, MAINTENANCE -----	109	6.61	MANUFACTURING -----	128	4.73
MANUFACTURING -----	86	6.53	NONMANUFACTURING -----	422	3.59
ENGINEERS, STATIONARY -----	91	7.08	LABORERS, MATERIAL HANDLING -----	202	5.40
MANUFACTURING -----	73	7.20	MANUFACTURING -----	146	5.17
MACHINISTS, MAINTENANCE -----	74	6.59	RECEIVING CLERKS -----	41	6.16
MANUFACTURING -----	74	6.59	NONMANUFACTURING -----	38	6.16
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	230	7.25	SHIPPING CLERKS -----	45	6.11
MANUFACTURING -----	125	7.01	NONMANUFACTURING -----	27	6.09
NONMANUFACTURING -----	105	7.55	SHIPPING AND RECEIVING CLERKS -----	31	5.60
PUBLIC UTILITIES -----	65	7.62	NONMANUFACTURING -----	25	5.62
MECHANICS, MAINTENANCE -----	291	6.56	TRUCKDRIVERS -----	1,313	7.07
MANUFACTURING -----	267	6.56	NONMANUFACTURING -----	1,015	7.19
PAINTERS, MAINTENANCE -----	35	5.51	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	473	7.40
			MANUFACTURING -----	123	6.87
			NONMANUFACTURING -----	350	7.59
			PUBLIC UTILITIES -----	166	7.51
MATERIAL MOVEMENT AND CUSTODIAL OCCUPATIONS - MEN			TRUCKERS, POWER (FORKLIFT) -----	498	5.42
GUARDS AND WATCHMEN -----	298	3.70	MANUFACTURING -----	376	5.10
MANUFACTURING -----	104	4.71	NONMANUFACTURING -----	122	6.40
			WAREHOUSEMEN -----	220	6.05
			NONMANUFACTURING -----	196	6.16

See footnotes at end of tables.

Table A-7. Percent increases in average hourly earnings for selected occupational groups, adjusted for employment shifts, in Sacramento, Calif., December 1974 to December 1975

Industry and occupational group	December 1974 to December 1975
All industries:	
Office clerical (men and women).....	8.3
Electronic data processing (men and women).....	*
Industrial nurses (men and women).....	*
Skilled maintenance trades (men).....	8.7
Unskilled plant workers (men).....	8.0
Manufacturing:	
Office clerical (men and women).....	*
Electronic data processing (men and women).....	*
Industrial nurses (men and women).....	*
Skilled maintenance trades (men).....	8.7
Unskilled plant workers (men).....	7.9
Nonmanufacturing:	
Office clerical (men and women).....	7.6
Electronic data processing (men and women).....	*
Industrial nurses (men and women).....	*
Skilled maintenance trades (men).....	*
Unskilled plant workers (men).....	7.9

* Data do not meet publication criteria.

NOTE: The percent increases presented in this table are based on changes in average hourly earnings for establishments reporting the trend jobs in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published for this area because the wage indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other characteristics of these wage trends which differ from the discontinued indexes include (1) earnings data of office clerical workers and industrial nurses are converted to an hourly basis, (2) trend estimates are provided for nonmanufacturing establishments, where possible, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the employees surveyed receive more and half receive less than the rate shown. The middle range is defined by 2 rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

Appendix A

Area wage and related benefits data are obtained by personal visits of Bureau field representatives at 3-year intervals.¹ In each of the intervening years, information on employment and occupational earnings is collected by a combination of personal visit; mail questionnaire, and telephone interview from establishments participating in the previous survey.

In each of the 83² areas currently surveyed, data are obtained from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Major industry groups excluded from these studies are government operations and the construction and extractive industries. Establishments having fewer than a prescribed number of workers are omitted because of insufficient employment in the occupations studied. Separate tabulations are provided for each of the broad industry divisions which meet publication criteria.

These surveys are conducted on a sample basis. The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of four to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available for the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and Earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within occupations, are not presented in the A-series tables, because either (1) employment in the occupation is too small to provide enough data to merit presentation, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in all industries combined data, where shown. Likewise, data are included in the overall classification when a subclassification of electronics technicians, secretaries, or truckdrivers is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar.

These surveys measure the level of occupational earnings in an area at a particular time. Comparisons of individual occupational averages over time may not reflect expected wage changes. The averages for individual jobs are affected by changes in wages and employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Trends in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges, since only the rates paid incumbents are collected, and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

The percents of change in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. Annual rates are based on the assumption that wages increased at a constant rate between surveys.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The results—expressed as a percent—less 100 is the percent change.

Establishment practices and supplementary wage provisions

Tabulations on selected establishment practices and supplementary wage provisions (B-series tables) are not presented in this bulletin. Information for these tabulations is collected at 3-year intervals.¹ These tabulations on minimum entrance salaries for inexperienced office workers; shift differentials; scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans are presented (in the B-series tables) in previous bulletins for this area.

¹ Personal visits were on a 2-year cycle before July 1972.

² Included in the 83 areas are 13 studies conducted by the Bureau under contract. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—ocoa, Fla.; Norfolk—Virginia Beach—Portsmouth and Newport News—Hampton, Va.—N.C.; Poughkeepsie—Kingston—Newburgh, N.Y.; Raleigh—Durham, N.C.; Syracuse, N.Y.; Utica—Rome, N.Y.; and Westchester County, N.Y. In addition, the Bureau conducts more limited area studies in approximately 70 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

**Establishments and workers within scope of survey and number studied
in Sacramento, Calif.,¹ December 1975**

Industry division ²	Minimum employment in establish- ments in scope of study	Number of establishments		Workers in establishments		
		Within scope of study ³	Studied	Within scope of study ⁴		Studied
				Number	Percent	
All divisions.....	-	382	108	69,369	100	39,340
Manufacturing.....	50	80	27	22,036	32	12,133
Nonmanufacturing.....	-	302	81	47,333	68	27,207
Transportation, communication, and other public utilities ⁵	50	19	10	10,807	16	9,259
Wholesale trade ⁶	50	46	11	3,631	5	1,405
Retail trade ⁶	50	137	29	20,693	30	10,862
Finance, insurance, and real estate ⁶	50	40	10	5,599	8	3,180
Services ^{6,7}	50	60	21	6,603	9	2,501

¹ The Sacramento Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Placer, Sacramento, and Yolo Counties. The "workers within scope of study" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other employment indexes to measure employment trends or levels since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of companies in industries such as trade, finance, auto repair service, and motion picture theaters are considered as 1 establishment.

⁴ Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

⁵ Abbreviated to "public utilities" in the A-series tables. Taxicabs and services incidental to water transportation were excluded. Sacramento's transit system is publicly operated and is excluded by definition from the scope of the study.

⁶ This division is represented in estimates for "all industries" and "nonmanufacturing" in the A-series tables. Separate presentation of data is not made for one or more of the following reasons: (1) Employment is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁷ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

CLERKS, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical, or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard Operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization, or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: studies instructions to determine equipment setup and operations; loads equipment with required programs (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

ELECTRONICS TECHNICIAN—Continued

Class E. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator, toolroom, at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does not include machine-tool operators, toolroom, employed in tool-and-die jobbing shops.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or non-metallic material (e.g., plastic, plaster, rubber, glass). Work typically involves: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computation; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does not include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items c

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Receiving clerk
- Shipping clerk
- Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

- Truckdriver (combination of sizes listed separately)
- Truckdriver, light (under 1½ tons)
- Truckdriver, medium (1½ to and including 4 tons)
- Truckdriver, heavy (over 4 tons, trailer type)
- Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

- Trucker, power (forklift)
- Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

Available On Request—

The following areas are surveyed periodically for use in administering the Service Contract Act of 1965. Copies of public releases are or will be available at no cost while supplies last from any of the BLS regional offices shown on the back cover.

Alaska
Albany, Ga.
Albuquerque, N. Mex.
Alexandria, La.
Alpena, Standish, and Tawas City, Mich.
Ann Arbor, Mich.
Asheville, N.C.
Atlantic City, N.J.
Augusta, Ga.-S.C.
Bakersfield, Calif.
Baton Rouge, La.
Battle Creek, Mich.
Beaumont-Port Arthur-Orange, Tex.
Biloxi-Culfport and Pascagoula, Miss.
Boise City, Idaho
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Champaign-Urbana-Rantoul, Ill.
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Cheyenne, Wyo.
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Decatur, Ill.
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Dothan, Ala.
Duluth-Superior, Minn.-Wis.
El Paso, Tex., and Alamogordo-Las Cruces, N. Mex.
Eugene-Springfield, Oreg.
Fayetteville, N.C.
Fitchburg-Leominster, Mass.
Fort Smith, Ark.-Okla.
Fort Wayne, Ind.
Frederick-Hagerstown, Md.-Chambersburg, Pa.-
Martinsburg, W. Va.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island-Hastings, Nebr.
Great Falls, Mont.
Guam, Territory of
Harrisburg-Lebanon, Pa.
Huntington-Ashland, W. Va.-Ky.-Ohio
Knoxville, Tenn.
La Crosse, Wis.
Laredo, Tex.
Las Vegas, Nev.
Lawton, Okla.
Lima, Ohio
Little Rock-North Little Rock, Ark.

Logansport-Peru, Ind.
Lorain-Elyria, Ohio
Lower Eastern Shore, Md.-Va.-Del.
Lynchburg, Va.
Macon, Ga.
Madison, Wis.
Mansfield, Ohio
Marquette, Escanaba, Sault Ste. Marie, Mich.
McAllen-Pharr-Edinburg and Brownsville-
Harlingen-San Benito, Tex.
Medford-Klamath Falls-Grants Pass, Oreg.
Meridian, Miss.
Middlesex, Monmouth, and Ocean Cos., N.J.
Mobile and Pensacola, Ala.-Fla.
Montgomery, Ala.
Nashville-Davidson, Tenn.
New Bern-Jacksonville, N.C.
New London-Norwich, Conn.-R.I.
North Dakota, State of
Orlando, Fla.
Oxnard-Simi Valley-Ventura, Calif.
Panama City, Fla.
Parkersburg-Marietta, W. Va.-Ohio
Peoria, Ill.
Phoenix, Ariz.
Pine Bluff, Ark.
Pocatello-Idaho Falls, Idaho
Portsmouth, N.H.-Maine-Mass.
Pueblo, Colo.
Puerto Rico
Reno, Nev.
Richland-Kennewick-Walla Walla-
Pendleton, Wash.-Oreg.
Riverside-San Bernardino-Ontario, Calif.
Salina, Kans.
Salinas-Seaside-Monterey, Calif.
Sandusky, Ohio
Santa Barbara-Santa Maria-Lompoc, Calif.
Savannah, Ga.
Selma, Ala.
Sherman-Denison, Tex.
Shreveport, La.
Sioux Falls, S. Dak.
Spokane, Wash.
Springfield, Ill.
Springfield-Chicopee-Holyoke, Mass.-Conn.
Stockton, Calif.
Tacoma, Wash.
Tampa-St. Petersburg, Fla.
Topeka, Kans.
Tucson, Ariz.
Tulsa, Okla.
Vallejo-Fairfield-Napa, Calif.
Waco and Killeen-Temple, Tex.
Waterloo-Cedar Falls, Iowa
West Texas Plains
Wilmington, Del.-N.J.-Md.

An annual report on salaries for accountants, auditors, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, and clerical employees is available. Order as BLS Bulletin 1837, National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974, \$1.40 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area Wage Surveys

A list of the latest available bulletins or bulletin supplements is presented below. A directory of area wage studies including more limited studies conducted at the request of the Employment Standards Administration of the Department of Labor is available on request. Bulletins may be purchased from any of the BLS regional offices shown on the back cover. Bulletin supplements may be obtained without cost, where indicated, from BLS regional offices.

Area	Bulletin number and price*	Area	Bulletin number and price*
Akron, Ohio, Dec. 1975	1850-80, 45 cents	Midland and Odessa, Tex., Jan. 1974 ²	Suppl. Free
Albany-Schenectady-Troy, N.Y., Sept. 1975 ¹	1850-63, \$1.20	Milwaukee, Wis., Apr. 1975 ¹	1850-21, 85 cents
Albuquerque, N. Mex., Mar. 1974 ²	Suppl. Free	Minneapolis-St. Paul, Minn.-Wis., Jan. 1975 ¹	1850-20, \$1.05
Allentown-Bethlehem-Easton, Pa.-N.J., May 1974 ²	Suppl. Free	Muskegon-Muskegon Heights, Mich., June 1974 ²	Suppl. Free
Anaheim-Santa Ana-Garden Grove, Calif., Oct. 1975 ¹	1850-75, 85 cents	Nassau-Suffolk, N.Y., June 1975 ¹	1850-39, \$1.00
Atlanta, Ga., May 1975 ¹	1850-25, \$1.00	Newark, N.J., Jan. 1975 ¹	1850-18, \$1.00
Austin, Tex., Dec. 1975 ¹	1850-83, 75 cents	Newark and Jersey City, N.J., Jan. 1974 ²	Suppl. Free
Baltimore, Md., Aug. 1975 ¹	1850-62, \$1.30	New Haven, Conn., Jan. 1974 ²	Suppl. Free
Beaumont-Port Arthur-Orange, Tex., May 1974 ²	Suppl. Free	New Orleans, La., Jan. 1975	Suppl. Free
Billings, Mont., July 1975	1850-46, 65 cents	New York, N.Y.-N.J., May 1975 ¹	1850-45, \$1.10
Binghamton, N.Y.-Pa., July 1975	1850-50, 65 cents	New York and Nassau-Suffolk, N.Y., Apr. 1974 ²	Suppl. Free
Birmingham, Ala., Mar. 1975	Suppl. Free	Norfolk-Virginia Beach-Portsmouth, Va.-N.C., May 1975	1850-29, 65 cents
Boston, Mass., Aug. 1975 ¹	1850-58, \$1.50	Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C., May 1975	1850-30, 65 cents
Buffalo, N.Y., Oct. 1975 ¹	1850-69, 95 cents	Northeast Pennsylvania, Aug. 1975	1850-52, 65 cents
Canton, Ohio, May 1975	Suppl. Free	Oklahoma City, Okla., Aug. 1975	1850-51, 65 cents
Charleston, W. Va., Mar. 1974 ²	Suppl. Free	Omaha, Nebr.-Iowa, Oct. 1975	1850-56, \$1.10
Charlotte, N.C., Jan. 1974 ²	Suppl. Free	Paterson-Clifton-Passaic, N.J., June 1975 ¹	1850-38, 80 cents
Chattanooga, Tenn.-Ga., Sept. 1975 ¹	1850-67, 85 cents	Philadelphia, Pa.-N.J., Nov. 1975	1850-65, 85 cents
Chicago, Ill., May 1975	1850-33, 85 cents	Phoenix, Ariz., June 1974 ²	Suppl. Free
Cincinnati, Ohio-Ky.-Ind., Feb. 1975	Suppl. Free	Pittsburgh, Pa., Jan. 1975	Suppl. Free
Cleveland, Ohio, Sept. 1975	1850-64, \$1.30	Portland, Maine, Nov. 1975	1850-72, 45 cents
Columbus, Ohio, Oct. 1975 ¹	1850-78, 95 cents	Portland, Oreg.-Wash., May 1975	1850-40, 75 cents
Corpus Christi, Tex., July 1975	1850-37, 65 cents	Poughkeepsie, N.Y., June 1975 ¹	1850-70, 65 cents
Dallas-Fort Worth, Tex., Oct. 1975 ¹	1850-59, \$1.50	Poughkeepsie-Kingston-Newburgh, N.Y., June 1975 ¹	1850-68, 75 cents
Davenport-Rock Island-Moline, Iowa-Ill., Feb. 1975	Suppl. Free	Providence-Warwick-Pawtucket, R.I.-Mass., June 1975	1850-27, 75 cents
Dayton, Ohio, Dec. 1975	1850-73, 45 cents	Raleigh-Durham, N.C., Feb. 1975	Suppl. Free
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Detroit, Mich., Mar. 1975	1850-22, 85 cents	Sacramento, Calif., Dec. 1975	1850-87, 45 cents
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla., Apr. 1975 ¹	1850-26, 80 cents	Saginaw, Mich., Nov. 1975	1850-71, 35 cents
Fresno, Calif., June 1975 ¹	1850-61, \$1.20	Salt Lake City-Ogden, Utah, Nov. 1975 ¹	1850-74, 75 cents
Gainesville, Fla., Sept. 1975	1850-57, \$1.10	San Antonio, Tex., May 1975	1850-23, 65 cents
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Indianapolis, Ind., Oct. 1975 ¹	1850-66, 95 cents	Spokane, Wash., June 1974 ²	Suppl. Free
Jackson, Miss., Feb. 1975	Suppl. Free	Syracuse, N.Y., July 1975	1850-43, 65 cents
Jacksonville, Fla., Dec. 1975	1850-81, 45 cents	Toledo, Ohio-Mich., May 1975 ¹	1850-34, 80 cents
Jansas City, Mo.-Kans., Sept. 1975	1850-55, 80 cents	Trenton, N.J., Sept. 1975 ¹	1850-60, \$1.20
Lawrence-Haverhill, Mass.-N.H., June 1974 ²	Suppl. Free	Utica-Rome, N.Y., July 1975 ¹	1850-48, 80 cents
Lexington-Fayette, Ky., Nov. 1975 ¹	1850-84, 75 cents	Washington, D.C.-Md.-Va., Mar. 1975 ¹	1850-31, \$1.00
Los Angeles-Long Beach, Calif., Oct. 1975 ¹	1850-86, \$1.15	Waterbury, Conn., Mar. 1974 ²	Suppl. Free
Louisville, Ky.-Ind., Nov. 1975	1850-79, 45 cents	Westchester County, N.Y., May 1975 ¹	1850-53, 80 cents
Lubbock, Tex., Mar. 1974 ²	Suppl. Free	Wichita, Kans., Apr. 1975	Suppl. Free
Melbourne-Titusville-Cocoa, Fla., Aug. 1975	1850-54, 65 cents	Worcester, Mass., May 1975 ¹	1850-24, 80 cents
Memphis, Tenn.-Ark.-Miss., Nov. 1975	1850-85, 45 cents	York, Pa., Feb. 1975 ¹	1850-32, 80 cents
Miami, Fla., Oct. 1975 ¹	1850-76, 95 cents	Youngstown-Warren, Ohio, Nov. 1973 ²	Suppl. Free

* Prices are determined by the Government Printing Office and are subject to change.

¹ Data on establishment practices and supplementary wage provisions are also presented.

² No longer surveyed.

³ To be surveyed.

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Area Wage Surveys
Selected Metropolitan Areas
1975



Bulletin 1850-88

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Bureau of Labor Statistics

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Preface

The Bureau of Labor Statistics' annual area wage survey program provides information on occupational earnings, establishment practices, and supplementary wage benefits for individual metropolitan areas, in addition to national and regional estimates for all Standard Metropolitan Statistical Areas of the United States (excluding Alaska and Hawaii). This bulletin summarizes occupational earnings data for 80 metropolitan areas surveyed during calendar year 1975, as well as establishment practices and benefits for 34 of these areas. It also provides wage information for 40 areas surveyed during the period July-December 1974, and establishment practices and benefits for 17 of the 40 areas. A second bulletin will provide national and regional estimates from the 1975 surveys.

In each area, occupational earnings data are collected annually. Information on establishment practices and supplementary benefits is obtained every third year. Individual area bulletins provide survey results in greater detail than is shown in this summary bulletin.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. The U.S. Department of Labor uses survey results to make wage determinations under the Service Contract Act of 1965.

The program covers six industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Major exclusions are the mining and construction industries and governments.

The area wage surveys could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

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AREA WAGE SURVEYS

Bulletin 1850-88
June 1977



U.S. DEPARTMENT OF LABOR, Ray Marshall, Secretary
BUREAU OF LABOR STATISTICS, Julius Shiskin, Commissioner

Selected Metropolitan Areas 1975

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Introduction

Information on occupational earnings and establishment practices for areas surveyed in calendar year 1975 is presented in tables A-1 through A-12 and tables B-1 through B-13. Similar information is presented for areas surveyed in the period July-December 1974 in tables A-13 through A-24 and tables B-14 through B-26.

Tables A-1 through A-11 and A-13 through A-23 present average (mean) straight-time earnings of selected office clerical; professional and technical; maintenance and powerplant; and custodial and material movement occupations. Earnings data are reported by occupation for: (1) All industries combined, (2) manufacturing, (3) nonmanufacturing, and (4) public utilities, except for professional and technical occupations for which data were insufficient to warrant presentation. Tables A-12 and A-24 show one-year percent increases in average earnings for five occupational groups—office clerical, electronic data processing, industrial nurses, skilled maintenance, and unskilled plant workers.

The B-series tables provide information on establishment practices and supplementary wage provisions for office and plant workers. Tables B-1 and B-14 show the percent of plant workers in manufacturing working on late shifts by type of shift pay differential. Tables B-2

through B-13 and B-15 through B-26 show data for scheduled weekly hours and days; paid holidays; paid vacations; and health, insurance, and pension plans.

Previous summary bulletins in these series related to surveys conducted in fiscal years beginning in July and ending in June. This bulletin reflects a change from a fiscal year to a calendar year cycle. Data for the interim period (July-December 1974) are presented here for historical continuity. Future bulletins in these series will relate only to calendar years.

There are two appendixes to this bulletin. Appendix A describes the methods and concepts used in the area wage survey program and provides information on the scope of the individual studies. The four tables in appendix A show (1) number of workers employed in the six major industry divisions studied, (2) important manufacturing industries in the area, (3) percent of workers in key nonmanufacturing industries, and (4) extent of labor-management agreement coverage. Appendix B provides job descriptions used by Bureau field economists to classify workers in occupations for which straight-time earnings information is presented.

A. Earnings

Table A-1. Weekly earnings¹ of office workers, January through December 1975—all industries

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTADY- TROY ²	BINGHAM- TON ²	BOSTON ²	BUFFALO ²	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK ²	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA ²	PITTSBURGH ²	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
BILLERS, MACHINE	-	-	\$124.00	\$187.00	\$141.50	\$149.00	\$150.00	\$161.00	-	\$147.00	\$161.00	\$168.00	\$107.50	-
BILLING MACHINE-----	-	-	149.50	-	-	-	-	141.00	\$92.00	-	128.50	127.00	-	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	155.00	-	160.00	-	-	174.50	142.00	-	151.50	154.50	-	-
CLASS A-----	-	-	-	-	-	137.00	135.00	140.00	106.50	-	128.50	123.00	116.00	-
CLASS B-----	\$133.50	-	130.00	-	-	-	-	-	-	-	-	-	-	-
CLERKS														
ACCOUNTING, CLASS A-----	178.50	\$148.50	171.50	201.00	155.00	169.00	173.00	183.50	120.00	169.00	172.50	185.50	167.50	\$219.00
ACCOUNTING, CLASS B-----	145.00	120.00	137.00	139.00	120.50	131.50	142.50	150.50	105.50	145.00	144.50	138.50	138.00	110.50
FILE, CLASS A-----	-	-	132.50	-	-	-	138.50	151.50	-	-	131.50	159.50	-	-
FILE, CLASS B-----	129.00	-	116.50	-	113.00	121.00	126.50	129.00	104.00	-	114.50	115.00	-	-
FILE, CLASS C-----	112.50	-	116.00	103.50	107.00	110.00	108.00	117.50	92.50	112.00	106.50	108.00	92.50	-
FILE, CLASS D-----	150.00	-	146.50	152.50	151.50	131.00	147.00	150.00	144.50	118.00	150.00	164.00	131.50	-
ORDER-----	149.50	116.00	157.50	201.00	148.50	145.00	155.00	169.50	119.50	-	163.50	164.50	137.50	-
PAYROLL-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS														
CLASS A-----	164.50	158.50	152.50	176.00	144.50	154.50	159.00	160.50	129.50	153.50	161.00	161.50	135.50	163.50
CLASS B-----	143.00	126.00	132.00	135.00	123.50	135.00	142.50	146.00	118.50	128.50	138.50	137.00	118.50	142.50
MESSENGERS-----	141.50	101.00	117.00	116.50	117.50	119.00	126.00	124.50	101.00	118.00	123.00	117.00	121.50	-
SECRETARIES-----	183.50	191.50	177.00	186.00	163.50	171.50	177.50	194.50	147.50	171.00	179.00	181.50	151.50	213.50
CLASS A-----	201.50	206.00	212.50	209.00	208.00	205.00	222.00	240.50	148.50	199.00	217.00	231.00	-	219.50
CLASS B-----	193.00	216.50	195.00	203.50	188.50	183.50	196.50	216.00	164.00	190.50	196.50	194.00	166.00	-
CLASS C-----	180.50	193.00	178.00	193.50	163.50	182.00	185.00	195.50	148.00	176.50	183.00	181.00	147.50	-
CLASS D-----	168.50	151.50	162.50	161.50	141.00	152.50	161.00	172.50	134.50	152.50	156.00	163.50	138.50	136.50
STENOGRAPHERS, GENERAL-----	155.50	154.50	154.50	149.00	160.00	137.50	146.50	151.50	126.00	155.50	150.00	145.00	133.00	144.50
STENOGRAPHERS, SENIOR-----	163.50	157.50	165.00	168.50	158.00	162.50	164.00	171.50	143.00	158.50	169.50	153.50	157.50	-
SWITCHBOARD OPERATORS-----	142.00	-	142.00	146.50	132.00	141.50	144.00	152.50	111.00	131.00	-	-	-	186.50
CLASS A-----	-	148.00	-	-	-	-	-	-	-	-	155.00	163.00	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	142.50	146.50	123.50	-
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	120.50	121.50	139.50	132.00	132.50	130.00	141.50	148.00	118.50	131.00	136.00	122.50	110.00	134.50
TABULATING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	185.50	-	-	247.00	-	-	-
CLASS B-----	-	-	-	-	-	-	160.50	171.00	-	-	186.00	169.00	-	-
CLASS C-----	-	-	-	-	123.50	-	129.50	141.50	-	-	167.50	-	-	-
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS	140.50	-	145.50	144.00	128.00	136.50	135.50	148.00	-	137.00	139.50	121.50	121.50	-
CLASS A-----	161.50	-	140.50	141.00	144.00	142.50	136.50	151.50	126.50	140.00	140.50	139.50	102.00	-
CLASS B-----	122.00	117.50	126.00	126.00	125.00	122.00	126.00	132.50	108.00	119.00	120.50	112.50	102.00	144.50

See footnotes at end of B-series tables.

Table A-1. Weekly earnings¹ of office workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME ²	WORCESTER	YORK	ATLANTA ²	AUSTIN	BALTIMORE ²	BIRMINGHAM ²	CHATTA- NOOGA ²	CORPUS CHRISTI ²	DALLAS- FORT WORTH ²
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE	\$125.00	-	-	-	\$149.00	\$120.50	\$122.50	-	-	\$140.00	-	-	\$129.00
BOOKKEEPING MACHINE	-	\$109.00	-	-	-	-	104.50	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A	132.00	-	-	-	-	-	-	-	\$123.50	-	-	-	131.00
CLASS B	112.00	123.50	-	-	136.50	-	143.00	-	-	146.00	-	-	146.50
CLERKS													
ACCOUNTING, CLASS A	149.50	159.00	\$172.00	\$156.00	167.50	150.50	176.00	153.00	185.50	169.50	156.00	\$160.50	171.50
ACCOUNTING, CLASS B	125.50	120.00	158.00	129.00	127.00	118.50	143.00	113.50	145.00	126.50	125.50	118.50	129.00
FILE, CLASS A	-	-	-	-	-	-	164.00	137.00	158.50	138.00	-	-	136.00
FILE, CLASS B	105.50	-	-	-	116.00	-	124.50	109.00	120.50	108.00	-	-	105.50
FILE, CLASS C	93.50	101.50	111.00	101.50	105.00	102.00	111.00	105.00	111.50	89.50	99.50	-	101.50
ORDER	127.50	150.00	180.00	137.50	144.00	138.50	151.00	-	143.00	126.00	154.00	-	145.00
PAYROLL	128.50	165.00	173.00	134.00	149.00	128.50	156.50	128.00	187.50	144.50	150.00	131.50	155.00
KEYPUNCH OPERATORS													
CLASS A	131.50	160.50	154.00	139.00	150.00	154.50	164.00	150.50	167.00	152.00	139.00	148.50	156.00
CLASS B	118.00	130.00	137.50	122.00	124.00	105.00	143.00	117.00	137.50	114.50	119.00	114.50	130.00
MESSAGERS	111.50	110.50	125.00	114.00	108.00	-	126.50	106.00	122.50	111.50	123.50	-	112.00
SECRETARIES	148.50	174.50	177.00	167.50	167.00	152.50	177.00	158.50	174.00	159.00	153.00	162.00	173.50
CLASS A	174.00	206.00	-	-	197.50	185.50	204.00	192.00	192.50	185.50	176.00	-	193.50
CLASS B	159.00	182.00	195.00	164.00	176.50	162.50	193.00	176.00	184.50	166.50	162.00	162.50	180.50
CLASS C	151.00	184.50	181.50	173.50	170.50	146.50	177.50	167.00	171.50	163.50	164.00	164.00	175.50
CLASS D	136.00	161.50	163.50	158.00	148.00	141.50	163.50	133.50	161.50	144.50	138.50	156.50	159.00
STENOGRAPHERS, GENERAL	121.50	144.50	148.50	136.50	139.00	122.50	157.00	132.50	170.00	136.50	127.50	151.50	156.00
STENOGRAPHERS, SENIOR	148.00	161.00	159.00	151.00	152.50	139.00	177.50	-	155.00	160.00	143.50	158.50	182.50
SWITCHBOARD OPERATORS	-	148.00	144.00	-	144.50	133.00	130.00	107.00	135.00	-	115.00	106.50	129.50
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	112.50	-	-	-	-	-	-	-	-	142.50	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	119.50	128.50	136.00	122.00	123.50	121.00	141.00	117.50	-	105.50	-	-	-
TABULATING-MACHINE OPERATORS													
CLASS A	-	-	-	-	-	-	-	-	130.00	125.50	122.50	111.00	132.50
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS	-	-	137.00	-	-	-	175.00	-	201.50	-	-	-	221.00
CLASS A	126.50	142.00	143.50	148.00	129.50	131.50	140.50	121.50	134.00	114.50	112.50	-	152.50
CLASS B	118.00	119.50	118.50	114.50	120.50	110.50	147.50	122.50	154.00	127.50	130.00	-	131.50
							133.00	105.00	122.50	100.50	112.50	-	137.00
													115.00

See footnotes at end of B-series tables.

Table A-1. Weekly earnings¹ of office workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE— HOLLYWOOD AND WEST PALM BEACH— BOCA RATON	GAINES- VILLE ²	GREENSBORO— WINSTON-SALEM— HIGH POINT ²	GREENVILLE— SPARTANBURG	HOUSTON	HUNTS- VILLE ²	JACKSON	JACKSON- VILLE ²	LEXINGTON- FAYETTE	LOUIS- VILLE	MELBOURNE— TITUSVILLE— COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS— CONTINUED												
BILLERS, MACHINE	-	-	-	-	\$110.50	\$119.00	-	-	-	-	\$152.50	-
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	101.00	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	\$161.00	-	\$154.50	-	138.00	-	-	-	-	156.50	-
CLASS A	-	-	-	125.50	105.00	133.00	-	\$108.50	\$126.50	-	125.50	-
CLASS B	-	135.00	-	-	-	-	-	-	-	-	-	-
CLERKS	-	-	-	-	-	-	-	-	-	-	-	-
ACCOUNTING, CLASS A	\$174.00	157.50	\$141.00	160.00	136.50	169.50	\$173.00	150.50	159.50	\$162.00	194.00	\$151.00
ACCOUNTING, CLASS B	122.50	128.50	123.50	130.50	118.00	132.00	118.50	124.50	124.00	119.50	143.00	139.00
FILE, CLASS A	-	-	-	-	-	168.50	-	-	-	-	182.00	-
FILE, CLASS B	-	124.00	-	118.50	-	115.50	-	104.50	124.00	-	119.50	-
FILE, CLASS C	-	-	-	101.50	95.00	99.00	-	88.00	98.50	96.50	90.50	-
FILE, CLASS D	-	-	-	-	121.00	138.50	-	116.00	134.00	-	139.00	-
ORDER	-	-	-	-	126.50	163.50	-	142.00	147.50	130.00	154.00	-
PAYROLL	-	146.00	-	144.50	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	160.00	145.00	159.00	127.50	152.50	122.00	119.00	146.50	160.00	154.00	169.50
CLASS B	-	130.00	123.00	126.00	116.50	134.00	115.50	112.50	134.50	127.50	133.00	-
CLASS C	-	119.50	-	116.50	111.00	113.50	-	104.50	113.50	109.00	121.50	-
MESSENGERS	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES	150.50	157.50	155.50	160.00	147.00	178.00	169.50	143.50	165.50	168.50	170.00	179.00
CLASS A	-	188.50	-	171.50	188.00	214.00	208.50	151.50	191.00	193.00	182.00	226.00
CLASS B	152.00	176.50	152.50	162.50	166.50	190.50	176.00	160.00	178.50	186.50	173.00	194.50
CLASS C	162.00	164.00	154.00	163.50	147.00	181.00	176.50	165.50	165.00	184.50	179.50	184.00
CLASS D	140.50	141.00	156.00	148.50	134.00	162.50	146.00	130.50	151.50	138.00	156.50	160.00
STENOGRAPHERS, GENERAL	-	154.00	147.00	158.50	124.50	151.00	129.50	135.00	178.00	155.00	154.00	152.50
STENOGRAPHERS, SENIOR	-	174.50	-	155.00	141.00	177.50	172.00	132.50	171.50	169.00	166.50	162.50
SWITCHBOARD OPERATORS	109.50	111.50	-	124.50	-	-	-	-	-	114.00	118.50	143.00
CLASS A	-	-	-	-	-	-	-	-	146.50	-	-	-
CLASS B	-	-	-	-	118.50	116.50	-	112.00	109.50	-	-	-
SWITCHBOARD OPERATOR— RECEPTIONISTS	-	122.00	110.00	114.50	116.00	129.50	120.50	112.50	124.00	123.00	120.00	102.00
TABULATING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	66.00	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS— TYPISTS	-	-	-	122.50	119.00	128.50	-	-	127.00	-	-	-
CLASS A	-	136.50	158.00	142.50	140.00	144.00	138.50	126.00	140.50	-	162.50	155.50
CLASS B	-	127.00	-	126.50	112.00	119.00	102.50	99.50	113.50	112.50	116.00	119.00

See footnotes at end of B-series tables.

Table A-1. Weekly earnings¹ of office workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED									NORTH CENTRAL				
	MEMPHIS ₂	MIAMI ₂	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY ²	RALEIGH-OURHAM	RICHMOND ₂	SAN ANTONIO ₂	WASHINGTON ²	AKRON ₂	CANTON ₂	CHICAGO ₂	CINCINNATI ₂	CLEVELAND ₂
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS—CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE-----	\$131.50	\$160.00	\$113.00	-	-	-	-	\$103.00	\$150.50	-	\$116.00	\$171.00	\$144.50	\$137.00
BOOKKEEPING MACHINE-----	-	154.00	-	-	\$117.50	-	-	-	143.00	-	-	143.00	123.00	131.00
BOOKKEEPING-MACHINE OPERATORS														
CLASS A-----	-	158.00	128.00	-	-	-	\$133.50	122.00	166.50	-	-	156.00	152.00	150.00
CLASS B-----	-	143.00	109.50	\$118.50	116.50	\$124.50	121.50	107.50	145.50	\$138.00	114.50	142.00	132.00	132.50
CLERKS														
ACCOUNTING, CLASS A-----	156.00	173.50	156.50	145.50	174.00	153.00	169.50	133.50	169.00	191.00	163.50	177.50	168.50	174.50
ACCOUNTING, CLASS B-----	130.00	145.50	122.50	116.00	121.00	125.50	134.00	112.50	137.50	151.50	135.50	144.50	127.00	140.50
FILE, CLASS A-----	-	134.00	-	-	119.00	-	156.00	-	153.00	161.00	-	143.00	123.00	141.00
FILE, CLASS B-----	126.00	122.50	98.00	92.00	106.00	104.00	110.00	97.00	120.50	130.00	135.00	127.00	106.00	126.50
FILE, CLASS C-----	102.50	100.00	92.50	97.00	88.50	95.00	103.00	93.00	124.50	106.50	-	113.00	104.00	108.00
ORDER-----	138.00	133.50	128.50	115.50	129.00	-	146.50	119.00	155.00	168.00	126.50	152.00	148.00	152.50
PAYROLL-----	159.50	147.00	141.50	129.00	155.50	129.50	143.50	124.00	147.00	173.00	178.50	167.00	153.00	167.50
KEYPUNCH OPERATORS														
CLASS A-----	150.00	155.00	131.00	148.50	144.00	134.00	141.00	127.50	146.50	176.50	162.50	163.50	138.50	158.00
CLASS B-----	131.00	140.50	113.00	115.50	125.00	116.50	131.00	111.00	128.50	142.50	136.00	144.50	127.50	147.00
MESSENGERS-----	114.00	128.50	102.00	101.00	104.00	107.50	117.50	99.50	139.50	115.00	125.50	124.00	116.50	133.50
SECRETARIES-----	156.00	177.00	153.50	148.50	159.00	154.50	163.00	141.50	187.50	180.00	161.50	182.00	172.00	178.00
CLASS A-----	182.00	204.50	176.00	186.50	179.00	202.00	189.00	153.00	226.00	222.50	192.50	218.50	201.50	223.00
CLASS B-----	163.00	188.50	157.50	159.50	164.50	163.50	177.00	144.50	203.00	192.00	161.50	196.50	182.50	194.00
CLASS C-----	164.50	174.00	155.00	147.50	158.50	162.50	160.50	140.50	188.50	173.50	171.50	179.50	175.00	175.50
CLASS D-----	141.00	155.50	144.00	135.00	150.00	136.50	153.00	136.50	177.00	156.00	143.00	162.00	157.50	155.50
STENOGRAPHERS, GENERAL-----	155.00	156.50	123.00	137.50	134.50	132.00	142.50	117.00	155.50	144.50	139.50	161.50	138.50	153.50
STENOGRAPHERS, SENIOR-----	169.50	175.50	151.50	140.00	166.00	150.00	152.00	150.00	177.50	172.00	146.50	170.50	150.00	177.50
SWITCHBOARD OPERATORS-----	-	113.50	-	-	124.50	-	-	-	124.50	-	-	-	-	144.00
CLASS A-----	-	-	125.50	129.00	-	-	151.50	120.50	-	186.50	-	157.50	152.50	-
CLASS B-----	126.50	-	98.50	105.00	-	111.50	114.00	95.50	-	127.50	123.00	131.00	136.00	-
SWITCHBOARD OPERATOR-----	127.00	127.50	111.00	115.00	121.00	118.00	121.50	103.00	142.00	142.00	127.50	142.00	130.50	131.50
RECEPTIONISTS-----	-	-	-	-	-	-	-	-	-	-	-	223.50	-	-
TABULATING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	189.50	-	184.50
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	149.50	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	146.00	-	-
TRANSCRIBING-MACHINE TYPISTS-----	128.50	170.50	105.50	-	133.50	108.00	132.00	-	160.00	150.00	-	146.00	131.00	137.00
TYPISTS														
CLASS A-----	151.50	159.00	127.00	137.50	124.00	128.00	136.00	112.00	150.50	150.00	167.50	150.50	133.00	150.00
CLASS B-----	137.50	124.00	106.00	107.00	107.00	103.50	112.50	98.00	133.00	123.00	124.50	130.00	112.00	127.00

See footnotes at end of B-series tables.

Table A-1. Weekly earnings¹ of office workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED														
	COLUMBUS ²	DAVENPORT- ROCK ISLAND- MOLINE ²	DAYTON ²	DETROIT ²	GREEN BAY ²	INDIAN- APOLIS ²	KANSAS CITY ²	MILWAUKEE ²	MINNE- APOLIS- ST PAUL	OMAHA ²	SAGINAW	ST LOUIS	SOUTH BEND ²	TOLEDO ²	WICHITA ²
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
BILLERS, MACHINE															
BILLING MACHINE-----	\$141.00	-	-	\$145.50	-	\$195.50	\$191.50	\$142.00	\$174.50	-	-	\$165.00	-	-	-
BOOKKEEPING MACHINE-----	-	-	\$126.50	-	-	-	-	132.50	128.00	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS															
CLASS A-----	127.00	-	166.50	175.00	-	-	163.50	150.50	140.50	-	-	156.50	-	\$141.00	\$162.00
CLASS B-----	125.50	\$123.50	128.00	145.50	-	136.50	127.00	120.00	118.00	\$125.50	-	120.50	\$128.50	127.50	125.00
CLERKS															
ACCOUNTING, CLASS A-----	169.00	192.50	197.50	223.50	\$184.50	159.50	190.00	174.50	166.00	174.00	\$198.50	182.50	147.50	183.50	168.50
ACCOUNTING, CLASS B-----	125.00	130.50	126.50	162.50	124.50	123.50	139.50	136.50	127.50	136.50	144.50	132.00	121.50	141.00	134.50
FILE, CLASS A-----	152.00	-	-	173.50	-	135.50	154.00	148.00	141.00	-	-	140.50	-	-	-
FILE, CLASS B-----	117.00	120.00	146.50	128.00	122.00	112.50	117.50	118.50	113.00	116.50	-	114.50	138.50	109.50	-
FILE, CLASS C-----	101.00	-	100.50	112.00	-	105.00	100.50	107.50	99.50	96.50	-	102.50	93.50	110.00	112.50
ORDER-----	138.00	131.00	148.50	168.50	161.50	144.50	151.50	138.50	155.00	149.50	140.50	166.50	124.50	147.00	147.50
PAYROLL-----	161.00	158.00	153.50	178.00	177.00	158.50	170.50	161.50	152.50	186.50	168.00	158.50	141.50	159.50	138.50
KEYPUNCH OPERATORS															
CLASS A-----	156.50	186.00	159.50	180.00	135.00	162.50	164.00	152.00	141.50	154.00	164.00	164.00	152.50	171.00	158.50
CLASS B-----	125.50	129.00	147.50	168.50	107.50	131.00	143.50	135.00	121.50	132.50	188.00	137.00	122.50	140.50	130.50
MESSENGERS-----	112.00	133.00	108.50	132.50	-	122.00	115.50	117.00	106.00	111.50	-	115.00	108.50	129.50	115.50
SECRETARIES-----	171.50	201.00	190.00	220.00	156.00	187.00	172.00	176.50	161.00	170.00	216.00	170.00	151.50	182.50	164.50
CLASS A-----	196.00	163.00	227.50	256.00	-	225.50	200.50	207.00	195.50	207.00	260.50	205.50	171.00	220.00	191.00
CLASS B-----	185.00	219.00	190.50	234.00	171.00	201.00	178.00	190.50	174.50	183.00	209.50	176.50	150.00	191.50	165.00
CLASS C-----	173.00	216.00	189.50	225.00	181.00	194.00	173.00	172.00	155.00	161.00	221.00	169.00	148.00	186.00	169.00
CLASS D-----	154.00	170.50	172.50	191.00	135.00	162.50	156.00	153.50	145.50	152.00	191.00	149.50	149.00	162.50	147.50
STENOGRAPHERS, GENERAL-----	142.00	161.50	153.50	164.50	154.00	141.50	152.50	136.50	139.00	142.50	-	150.50	139.50	157.00	137.00
STENOGRAPHERS, SENIOR-----	171.00	161.50	182.00	201.00	163.50	184.00	171.50	151.50	145.00	191.50	179.00	158.50	153.00	161.00	154.50
SWITCHBOARD OPERATORS-----	131.50	-	140.00	-	-	130.00	-	140.50	123.00	122.00	198.00	-	-	133.50	-
CLASS A-----	-	-	-	206.00	-	-	154.50	-	-	-	-	163.50	142.50	-	155.00
CLASS B-----	-	106.50	-	140.50	-	-	129.00	-	-	-	-	117.50	-	-	116.50
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	124.50	123.00	123.50	144.50	128.00	132.00	135.00	133.00	121.50	123.00	130.00	132.50	111.00	136.50	123.50
TABULATING-MACHINE OPERATORS															
CLASS A-----	-	-	-	275.00	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	220.00	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	184.50	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS-----	-	112.00	-	142.50	-	121.00	124.50	126.50	126.50	133.50	-	137.00	122.50	130.50	-
CLASS A-----	139.50	169.00	154.00	172.50	138.50	136.50	143.00	140.00	124.50	127.50	179.00	146.50	125.00	153.00	134.00
CLASS B-----	117.00	132.00	113.50	140.00	130.50	109.50	120.50	120.00	111.00	116.00	151.50	118.50	118.00	131.00	112.50

See footnotes at end of B-series tables.

Table A-1. Weekly earnings¹ of office workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH ²	PORTLAND ²	SACRAMENTO ²	SALT LAKE CITY-OGDEN	SAN DIEGO ²	SAN FRAN- CISCO- OAKLAND ²	SAN JOSE	SEATTLE- EVERETT ²
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS- CONTINUED												
BILLERS, MACHINE												
BILLING MACHINE	-	-	\$166.50	-	\$188.00	\$145.00	-	\$122.00	-	\$166.00	-	\$138.00
BOOKKEEPING MACHINE	-	-	-	-	175.50	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS												
CLASS A	-	\$114.00	-	-	203.50	135.50	\$161.00	141.00	-	161.00	-	-
CLASS B	-	101.50	-	-	144.00	-	-	109.00	-	152.00	-	-
CLERKS												
ACCOUNTING, CLASS A	\$171.50	153.50	167.00	\$153.50	177.00	181.50	182.50	160.50	\$163.00	185.50	\$168.50	162.50
ACCOUNTING, CLASS B	146.50	115.00	140.50	124.00	148.50	142.50	150.00	119.50	130.00	158.00	146.00	131.50
FILE, CLASS A	132.00	-	149.50	-	179.50	-	-	-	-	158.50	-	143.00
FILE, CLASS B	134.50	104.00	112.50	117.00	126.50	125.50	120.50	115.00	109.00	135.50	126.00	125.00
FILE, CLASS C	106.00	89.50	101.00	-	106.50	99.00	-	95.50	98.00	111.50	121.50	99.50
ORDER	170.50	-	148.50	-	176.50	169.50	165.00	159.00	135.50	162.50	188.00	171.00
PAYROLL	170.50	135.50	165.00	139.00	182.00	169.00	203.50	152.50	156.50	177.50	176.00	154.00
KEYPUNCH OPERATORS												
CLASS A	181.50	125.00	169.00	142.50	168.00	157.50	176.00	157.50	163.50	179.50	171.00	146.00
CLASS B	154.50	104.00	139.00	128.00	153.50	139.50	135.50	128.50	146.50	168.00	149.50	136.00
MESSENGERS	130.50	-	119.00	-	124.00	110.50	-	102.00	121.50	127.00	144.00	120.00
SECRETARIES	193.00	142.00	189.00	164.50	195.50	169.50	191.00	167.00	180.00	188.50	190.00	178.00
CLASS A	223.00	-	204.50	-	233.50	219.50	209.50	177.50	199.00	218.50	228.50	210.50
CLASS B	207.50	154.50	200.00	172.00	219.50	189.00	196.50	177.50	204.50	203.50	213.50	195.00
CLASS C	200.50	147.50	190.00	168.50	197.50	167.50	197.50	178.00	184.50	186.00	190.00	173.00
CLASS D	170.50	120.00	176.50	155.00	175.00	155.00	171.00	151.50	175.50	174.50	176.00	152.00
STENOGRAPHERS, GENERAL	156.50	153.50	167.00	129.50	168.00	155.50	162.50	139.50	167.00	154.50	158.50	160.00
STENOGRAPHERS, SENIOR	182.00	164.50	170.50	150.50	178.00	174.00	158.00	151.50	173.50	164.50	176.50	147.50
SWITCHBOARD OPERATORS	157.00	108.00	132.50	129.50	150.50	-	134.00	126.00	120.00	150.50	147.50	-
CLASS A	-	-	-	-	-	163.50	-	-	-	-	-	-
CLASS B	-	-	-	-	-	136.50	-	-	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	138.50	109.00	134.50	130.50	146.50	134.00	138.50	125.50	140.00	147.50	140.00	133.00
TABULATING-MACHINE OPERATORS												
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	207.50	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	121.00	-	133.50	-	148.00	146.00	-	-	-	140.50	-	125.00
TYPISTS												
CLASS A	137.50	-	139.50	124.50	161.00	140.00	126.50	138.50	152.00	143.00	170.50	137.00
CLASS B	122.50	-	114.00	116.50	132.00	113.00	129.00	115.00	111.00	124.50	132.50	122.50

See footnotes at end of B-series tables.

Table A-2. Weekly earnings of office workers, January through December 1975—manufacturing

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
BILLERS, MACHINE	-	-	-	-	\$154.50	-	\$128.00	\$148.50	-	-	\$135.00	\$143.50	-	-
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	-	-	166.50	-	-	169.00	-	-	-
CLASS A	-	-	-	-	-	-	-	139.50	-	-	136.50	136.00	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS														
ACCOUNTING, CLASS A	\$171.00	\$146.50	\$171.50	\$222.00	163.00	\$167.50	163.50	177.50	\$152.50	\$171.50	186.50	212.50	\$163.50	\$173.00
ACCOUNTING, CLASS B	143.50	119.50	137.00	153.00	129.00	129.50	142.00	148.00	116.50	137.50	161.50	162.00	-	-
FILE, CLASS A	-	-	130.00	-	-	-	-	155.50	-	-	157.00	-	-	-
FILE, CLASS B	-	-	124.50	-	-	-	-	135.00	-	-	131.50	126.50	-	-
FILE, CLASS C	-	-	113.50	-	121.00	121.50	114.00	114.50	-	115.00	105.50	112.50	-	-
FILE, CLASS D	-	-	150.00	170.50	143.50	133.00	151.00	140.00	148.00	-	156.50	186.00	-	-
ORDER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL	148.50	114.50	157.00	210.50	156.50	124.50	157.00	177.00	118.00	-	173.00	167.00	122.50	-
KEYPUNCH OPERATORS														
CLASS A	-	158.50	149.50	184.00	150.50	159.00	157.00	160.50	-	154.00	165.00	171.50	142.00	162.00
CLASS B	148.50	126.50	132.50	154.50	124.50	133.50	145.50	144.50	118.00	128.00	138.00	154.50	-	-
MESSENGERS	-	102.50	125.00	132.00	131.50	114.50	130.00	124.50	93.00	116.00	130.00	127.50	-	-
SECRETARIES	-	191.00	181.50	191.50	167.00	173.50	176.00	197.00	154.00	175.00	191.00	188.00	164.00	-
CLASS A	-	210.00	212.00	223.50	202.00	213.00	223.00	244.00	146.00	202.50	223.50	247.50	-	-
CLASS B	-	215.00	200.00	208.50	199.00	189.00	207.50	214.50	173.00	196.00	206.00	202.50	-	-
CLASS C	-	192.50	182.00	199.50	169.50	180.50	183.00	195.50	152.00	176.00	195.50	180.00	169.50	-
CLASS D	168.00	141.50	166.00	167.50	142.50	153.50	161.50	169.00	150.00	158.00	164.50	171.50	156.00	-
STENOGRAPHERS, GENERAL	150.50	-	154.50	158.00	166.00	-	148.50	156.50	128.00	160.00	157.00	149.50	-	-
STENOGRAPHERS, SENIOR	-	159.50	160.50	183.00	167.00	157.50	173.00	179.50	142.50	161.50	165.50	161.00	-	-
SWITCHBOARD OPERATORS	159.50	-	152.00	-	150.00	-	153.00	159.00	-	-	-	-	-	-
CLASS A	-	159.00	-	-	-	-	-	-	-	-	164.50	158.50	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	170.00	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	126.50	123.00	137.00	139.50	134.50	127.50	142.50	143.00	119.50	131.00	139.00	130.50	121.50	-
TABULATING-MACHINE OPERATORS														
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	-	-	145.00	-	-	-	-	138.00	-	-	147.50	121.50	-	-
TYPISTS														
CLASS A	-	-	137.50	165.50	-	-	139.50	157.50	-	147.50	149.00	143.50	-	-
CLASS B	123.50	-	124.50	133.50	-	117.00	131.50	127.00	106.50	122.50	131.50	123.50	-	-

Table A-2. Weekly earnings of office workers, January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS- CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE	\$122.50	-	-	-	\$155.50	\$115.50	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS													
ACCOUNTING, CLASS A	150.00	\$177.50	\$172.00	\$164.50	164.00	159.50	\$200.50	\$147.50	\$210.00	\$178.00	\$157.00	\$183.00	\$168.50
ACCOUNTING, CLASS B	123.00	135.00	146.50	138.50	131.00	132.50	159.50	111.50	158.00	132.50	133.00	113.00	134.00
FILE, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B	-	-	-	-	125.00	-	-	-	-	-	-	-	-
FILE, CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-
ORDER	132.00	143.50	180.00	131.00	144.50	139.00	156.00	-	114.00	-	-	-	102.50
PAYROLL	130.50	168.50	173.50	119.00	147.00	127.50	145.50	-	160.00	-	-	-	98.00
KEYPUNCH OPERATORS													
CLASS A	131.50	155.00	156.00	146.50	143.50	173.00	171.50	-	205.00	149.50	160.00	-	140.50
CLASS B	121.00	141.00	135.00	146.00	126.00	115.50	143.50	115.00	184.50	176.50	142.50	-	146.00
MESSENGERS	-	113.50	-	125.00	-	-	177.50	-	146.50	127.50	127.00	-	169.50
SECRETARIES													
CLASS A	150.00	172.00	177.00	173.50	170.50	158.00	110.50	-	140.50	-	-	-	129.00
CLASS B	174.00	188.50	-	-	197.50	195.00	177.50	167.00	188.50	171.00	159.50	184.50	117.50
CLASS C	157.50	182.00	202.00	182.00	178.50	165.50	198.50	-	200.50	172.50	168.50	-	178.00
CLASS D	152.00	176.00	181.00	178.00	167.00	152.00	188.50	186.50	201.00	175.00	170.50	-	186.00
STENOGRAPHERS, GENERAL	137.00	161.50	160.00	162.50	151.50	146.50	173.00	170.50	199.00	162.50	169.00	196.50	181.00
STENOGRAPHERS, SENIOR	119.50	-	147.00	146.50	137.50	116.50	171.00	134.00	170.00	-	143.00	177.50	176.00
SWITCHBOARD OPERATORS	-	157.00	157.50	-	154.50	139.00	146.00	-	174.50	145.00	138.00	-	174.50
CLASS A	-	-	-	-	-	-	200.00	-	162.00	-	161.00	-	173.50
CLASS B	-	-	-	-	-	-	-	-	164.00	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	-	-	-	-	-	-	-	-	-	-	-	-	157.00
TABULATING-MACHINE OPERATORS													
CLASS A	120.00	135.00	138.50	129.00	124.00	123.00	143.50	130.50	133.00	134.00	125.00	132.00	128.50
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS													
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	125.00	142.00	140.50	-	126.50	131.00	-	-	-	-	-	-	127.00
CLASS C	117.00	128.00	124.50	142.00	123.00	110.50	141.50	-	160.50	-	-	-	141.00
									154.50	104.00	127.50	-	119.50

Table A-2. Weekly earnings of office workers, January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE- HOLLYWOOD AND WEST PALM BEACH- BOCA RATON	GAINES- VILLE	GREENSBORO- WINSTON-SALEM- HIGH POINT	GREENVILLE- SPARTANBURG	HOUSTON	HUNTS- VILLE	JACKSON	JACKSON- VILLE	LEXINGTON- FAYETTE	LOUIS- VILLE	MELBOURNE- TITUSVILLE- COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS- CONTINUED												
BILLERS, MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	\$152.00	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS	-	\$159.00	-	\$157.50	\$143.00	\$183.50	\$175.50	\$156.00	\$153.00	\$161.50	197.00	-
ACCOUNTING, CLASS A	-	135.00	-	128.00	120.50	133.00	114.00	125.50	139.00	128.50	138.50	-
ACCOUNTING, CLASS B	\$142.00	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS A	-	-	-	-	-	120.50	-	-	-	-	-	-
FILE, CLASS B	-	-	-	97.50	-	111.50	-	-	-	-	-	-
FILE, CLASS C	-	-	-	-	118.50	157.50	-	151.50	-	-	-	-
ORDER	-	-	-	-	129.00	171.50	-	-	144.50	138.00	152.50	-
PAYROLL	-	139.00	-	135.00	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS	-	-	-	152.50	129.50	154.00	-	-	-	174.00	169.00	-
CLASS A	-	-	-	124.50	116.50	139.00	144.50	-	130.00	133.50	145.00	-
CLASS B	-	126.00	\$126.00	120.50	-	129.00	-	-	-	-	123.50	-
MESSENGERS	-	-	-	145.00	178.00	170.50	145.50	166.00	194.50	182.00	-	-
SECRETARIES	160.00	163.00	171.50	162.00	145.00	178.00	-	-	-	-	194.50	-
CLASS A	-	210.00	-	170.00	180.00	204.50	-	-	-	-	189.00	-
CLASS B	-	183.00	-	161.00	167.50	176.50	-	-	-	-	189.00	-
CLASS C	-	167.00	-	169.50	146.00	191.50	-	150.00	170.50	-	163.50	-
CLASS D	143.00	141.50	171.50	138.00	134.50	166.00	-	-	163.50	158.50	140.00	-
STENOGRAPHERS, GENERAL	-	-	-	158.00	114.00	165.00	-	143.50	-	-	174.00	-
STENOGRAPHERS, SENIOR	-	-	-	161.50	139.50	183.50	-	-	163.50	-	166.00	-
SWITCHBOARD OPERATORS	-	138.50	-	142.50	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	136.00	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	-	125.50	117.00	110.50	122.00	141.00	131.00	124.00	121.50	133.50	120.50	-
TABULATING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	125.50	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	120.00	-	165.00	-	147.50	-	-	-	-	164.50	-
CLASS B	-	-	-	132.00	114.00	124.00	-	-	-	-	117.00	-

Table A-2. Weekly earnings of office workers, January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-OURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS--CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS											\$126.50	\$155.00	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS							\$126.00					155.50	-	\$155.00
ACCOUNTING, CLASS A	\$181.50	\$150.50	\$172.50	\$160.00	\$169.50	\$165.00	202.50	\$128.50	\$184.50	\$190.00	176.00	182.50	175.50	182.00
ACCOUNTING, CLASS B	136.00	130.00	130.00	121.00	132.00	130.00	150.50	111.50	160.00	152.00	153.00	149.00	132.50	143.00
FILE, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ORDER	116.50	-	-	-	-	-	113.00	-	-	132.00	-	123.00	113.00	130.00
PAYROLL	164.00	145.50	149.50	-	151.00	-	134.50	133.00	-	181.50	143.00	150.00	146.00	156.00
KEYPUNCH OPERATORS					164.50	129.50	148.50	117.00	-	166.00	186.00	168.00	155.50	174.50
CLASS A	173.00	146.50	-	168.00	150.00	143.00	154.00	-	165.00	171.00	165.50	164.00	143.00	159.50
CLASS B	132.50	139.50	-	124.50	126.50	130.50	137.00	123.00	144.50	140.50	147.50	148.00	126.50	152.50
MESSENGERS														
SECRETARIES	168.50	171.50	171.50	163.00	161.50	171.00	172.00	146.50	194.00	109.50	-	133.00	126.00	128.50
CLASS A	180.00	175.50	-	-	187.00	-	-	162.50	-	227.00	194.50	220.00	191.00	220.50
CLASS B	179.00	198.50	-	175.00	178.50	-	187.50	151.50	209.00	197.50	166.00	197.50	187.50	202.50
CLASS C	176.50	167.00	172.00	166.50	157.00	174.50	169.00	-	190.50	172.50	176.50	178.50	179.50	180.00
CLASS D	145.50	160.00	156.50	148.00	145.00	136.00	146.50	-	-	156.50	146.00	160.50	166.00	167.00
STENOGRAPHERS, GENERAL	150.00	165.50	-	134.00	135.50	136.00	146.50	127.50	-	141.00	129.00	152.00	136.50	153.00
STENOGRAPHERS, SENIOR	178.50	165.00	162.50	-	168.50	148.50	160.50	-	-	171.00	141.00	179.50	153.00	173.00
SWITCHBOARD OPERATORS														
CLASS A	-	-	-	-	-	-	157.00	-	-	-	-	-	-	165.00
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	141.50	125.00	132.50	123.00	124.50	127.50	129.50	111.50	136.00	143.00	131.00	142.00	125.50	134.00
TABULATING-MACHINE OPERATORS														
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS														
TYPISTS														
CLASS A	-	-	135.00	-	133.00	-	141.00	-	-	142.00	-	150.50	133.00	141.00
CLASS B	112.50	138.00	-	95.50	-	118.00	125.00	-	137.00	146.50	164.50	155.50	141.00	152.50
										128.50	120.00	130.50	119.00	131.50

Table A-2. Weekly earnings of office workers, January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL—CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS- CONTINUED															
BILLERS, MACHINE									\$133.00						
BILLING MACHINE															
BOOKKEEPING MACHINE															
BOOKKEEPING-MACHINE OPERATORS				\$181.00				\$143.50	144.50			\$126.00		\$137.00	
CLASS A				161.50				121.00							
CLASS B															
CLERKS															
ACCOUNTING, CLASS A	\$166.00	\$206.00	\$210.00	237.50	\$184.50	\$174.00	\$178.00	183.50	156.00	\$173.00	\$238.00	187.00	\$159.00	196.50	\$158.50
ACCOUNTING, CLASS B	132.50	138.00	133.00	180.00	143.50	130.50	138.50	139.00	120.50	152.50	150.50	136.50	120.00	158.00	138.50
FILE, CLASS A												167.00			
FILE, CLASS B		119.50						121.00	113.00			125.50	109.00		
FILE, CLASS C									95.00						
ORDER	135.50	134.00	155.50	182.00		138.00	149.50	150.50	146.00			150.50	133.50	159.00	142.50
PAYROLL	157.50	160.50	155.00	191.50	168.50	161.50	166.00	163.00	148.50	172.50	188.50	151.00	140.00	167.50	152.00
KEYPUNCH OPERATORS															
CLASS A	161.00	189.00	180.50	197.00	151.00	172.00	152.50	148.00	134.00	151.00		160.00	147.50	176.00	153.00
CLASS B	128.50	124.00	152.50	199.00	119.50	152.50	139.50	136.50	117.50	126.50		135.50	138.50	144.50	139.00
MESSENGERS			111.00	161.00		149.50	111.00	121.00	100.50			120.50		128.00	
SECRETARIES	180.00	210.00	199.00	242.00	173.50	210.00	174.00	180.00	158.50	166.50	251.00	178.00	171.50	188.00	167.50
CLASS A	202.00		224.00	266.00		235.50		215.00	192.50	187.50		208.50	181.00	225.50	192.00
CLASS B	194.00	242.00	203.00	260.50	177.00	231.00	183.50	189.50	174.50	163.00		190.50	173.00	202.00	172.00
CLASS C	179.00		198.50	244.50	181.00	221.00	177.00	174.00	152.50	169.50		179.00	176.50	188.00	171.50
CLASS D	150.50	173.50	170.50	208.50	161.50	176.50	153.50	154.00	143.50	156.00		155.50	161.00	167.00	147.50
STENOGRAPHERS, GENERAL	128.50	165.00	159.50	180.50		124.00	157.00	127.00	122.50	139.00		159.00	128.50	157.00	
STENOGRAPHERS, SENIOR	171.00	186.50	186.50	207.50	159.00	198.50	175.50	151.00	137.00			160.00	147.00	159.50	160.50
SWITCHBOARD OPERATORS			163.00					150.00	129.50					160.50	
CLASS A				228.00								160.50	150.50		
CLASS B				176.50											
SWITCHBOARD OPERATOR- RECEPTIONISTS	121.00	130.00	134.00	148.00	127.50	132.50	130.00	137.50	126.50	123.50	151.00	133.50	111.50	141.00	127.50
TABULATING-MACHINE OPERATORS				278.00											
CLASS A				242.50											
CLASS B															
CLASS C								126.00	117.50			124.00			
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS															
CLASS A	153.50	182.00	158.00	194.50	141.50	140.00	138.50	141.50	124.00	134.50		161.50	133.00	169.50	132.00
CLASS B	123.00	136.00	113.50	158.50		111.50	122.50	118.50	110.50			135.50	110.50	148.50	131.50

Table A-2. Weekly earnings of office workers, January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS- CONTINUED												
BILLERS, MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BILLING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS	-	-	-	-	\$145.50	-	-	-	-	-	-	-
ACCOUNTING, CLASS A-----	\$170.00	-	\$161.00	\$170.00	178.00	\$171.50	\$224.00	\$159.00	\$162.50	\$192.50	\$168.50	\$182.50
ACCOUNTING, CLASS B-----	147.00	-	141.00	125.00	142.50	134.50	162.00	129.00	134.50	164.50	141.50	140.00
FILE, CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
ORDER-----	156.50	-	-	-	132.00	-	-	-	-	-	155.00	-
PAYROLL-----	165.50	-	-	-	150.00	-	-	-	-	-	-	-
KEYPUNCH OPERATORS	-	-	165.00	141.50	180.00	156.50	-	143.50	119.50	169.50	171.50	140.00
CLASS A-----	194.50	-	-	-	-	-	-	136.50	182.50	183.00	170.00	149.50
CLASS B-----	152.50	-	162.00	-	176.00	133.00	199.50	145.00	186.00	177.00	176.00	-
MESSENGERS-----	139.50	-	145.00	126.50	155.50	144.50	-	127.50	147.50	157.00	161.50	-
SECRETARIES-----	205.00	\$164.00	-	-	132.50	-	-	-	-	137.50	-	140.00
CLASS A-----	227.50	-	193.50	163.50	203.50	162.50	196.00	161.00	201.00	193.00	197.50	-
CLASS B-----	215.00	-	202.00	-	239.00	184.50	-	-	208.50	219.50	245.50	-
CLASS C-----	209.50	174.00	204.00	182.50	229.00	168.50	-	161.50	215.50	216.50	220.50	-
CLASS D-----	176.50	-	194.50	161.00	203.00	156.50	199.50	186.50	200.50	199.00	192.00	177.00
STENOGRAPHERS, GENERAL-----	163.00	-	183.00	152.50	177.00	158.50	190.50	149.50	193.50	169.00	187.50	161.00
STENOGRAPHERS, SENIOR-----	188.50	-	-	-	182.00	157.00	195.50	129.50	175.50	162.00	166.00	-
SWITCHBOARD OPERATORS-----	178.00	-	186.00	-	199.00	170.00	-	164.00	195.00	195.50	190.00	160.50
CLASS A-----	-	-	-	-	174.00	-	-	143.50	168.00	170.50	171.00	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-----	-	-	-	-	-	-	-	-	-	-	-	-
RECEPTIONISTS-----	139.50	-	132.50	-	140.00	137.50	-	125.50	143.00	160.50	141.00	137.00
TABULATING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS-----	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A-----	143.50	-	150.50	-	171.50	129.00	-	156.00	-	163.50	-	145.00
CLASS B-----	146.00	-	-	-	153.50	118.00	-	115.50	-	136.00	139.00	-

Table A-3. Weekly earnings of office workers, January through December 1975—nonmanufacturing

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
BILLERS, MACHINE				\$212.50			\$172.00	\$165.00			\$183.50		\$103.00	
BILLING MACHINE			\$142.00				130.50	148.00			129.00			
BOOKKEEPING MACHINE														
BOOKKEEPING-MACHINE OPERATORS								177.50			143.00			
CLASS A								140.00	\$104.00		125.00	\$116.00	116.00	
CLASS B			126.50											
CLERKS										\$164.50	161.50	163.00	168.50	
ACCOUNTING, CLASS A	\$183.00		171.50	169.00	\$152.00	\$169.50	184.00	185.00		151.00	137.00	126.50	137.50	
ACCOUNTING, CLASS B	145.50		156.50	131.00	118.00	133.00	143.00	151.00	101.50		124.00	137.00		
FILE, CLASS A			133.00				130.50	151.00			111.50	104.00		
FILE, CLASS B			115.50		113.00	120.50	126.50	128.50	105.00		106.50	106.50	92.50	
FILE, CLASS C	118.50		117.00	100.00	104.50	105.50	106.50	117.50	91.50	111.00	143.50	144.50	130.00	
ORDER	108.00		144.00	138.00	154.50	130.50	142.00	157.50		115.00	147.00	158.50	150.00	
PAYROLL	144.50		158.50		139.50	176.00	151.50	161.50						
KEYPUNCH OPERATORS									124.00	153.00	157.00	154.00	134.00	
CLASS A	168.00		155.50	158.50	140.50	153.50	161.00	160.50	118.50	128.50	138.50	120.00	120.00	
CLASS B	141.50		132.00	124.50	123.00	135.50	141.00	146.00	113.50	120.00	120.00	111.00	122.00	
MESSAGERS	142.50		114.50	106.50	114.00	122.00	122.50	125.00	140.00	161.00	168.50	172.00	148.00	
SECRETARIES	185.00	\$197.50	174.50	175.50	162.00	170.00	179.50	193.00			210.50	202.00		
CLASS A	201.00		213.00		211.00	198.00	221.00	238.00	157.00	177.00	190.00	181.50	165.50	\$217.50
CLASS B	205.00		192.00	196.50	186.00	178.50	188.00	216.50	141.50	181.50	167.50	182.50	141.00	164.50
CLASS C	184.00		175.50	181.50	161.00	184.00	189.00	195.50	121.50	141.50	148.50	154.50	131.00	
CLASS D	169.00		160.50	146.00	140.50	151.50	159.50	174.00	125.00	151.00	146.50	140.00	134.50	
STENOGRAPHERS, GENERAL	157.00		154.50	140.50	133.50	135.00	145.50	150.00			177.50	143.00	157.50	
STENOGRAPHERS, SENIOR	163.50	144.00	166.50	155.00	141.50	166.00	158.00	169.50	104.00	117.00				
SWITCHBOARD OPERATORS	127.50		139.50	131.00	127.00	141.50	141.00	151.50			143.50	169.00		
CLASS A											137.50	139.50	121.50	
CLASS B														
SWITCHBOARD OPERATOR- RECEPTIONISTS	114.00		141.50	125.50	130.50	134.00	139.50	151.00	117.00	132.00	133.00	118.00	106.00	
TABULATING-MACHINE OPERATORS								182.50						
CLASS A								171.00			173.00			
CLASS B							127.50	141.50						
CLASS C			146.00		128.00	145.00	132.00	151.50			138.00	122.00	121.50	
TRANSCRIBING-MACHINE TYPISTS														
TYPISTS									124.00		137.00	134.50		
CLASS A	159.00		141.50	120.00	125.50	141.50	135.00	150.50	110.50	115.50	117.50	105.00	102.00	
CLASS B	122.00		126.00	119.50	110.50	124.00	123.50	133.00						

Table A-3. Weekly earnings of office workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YDRK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE-----	-	-	-	-	-	-							
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	\$123.00	-	-	\$141.50	-	-	\$122.00
BOOKKEEPING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	132.00
CLASS B-----	-	\$123.50	-	-	-	-	143.00	-	-	-	-	-	-
CLERKS							137.50	\$109.00	\$128.50	107.00	\$109.50	-	119.00
ACCOUNTING, CLASS A-----	\$149.50	145.00	-	\$136.50	\$169.00	\$141.00	172.00	155.50	173.50	164.50	154.00	\$147.00	173.00
ACCOUNTING, CLASS B-----	128.50	117.00	-	115.50	124.50	-	141.00	114.50	141.00	124.50	120.00	120.50	130.00
FILE, CLASS A-----	105.50	-	-	-	-	-	162.50	-	160.50	138.00	-	-	128.00
FILE, CLASS B-----	-	-	-	-	-	-	120.50	108.50	114.00	108.00	-	-	130.00
FILE, CLASS C-----	-	100.50	-	-	-	-	111.50	105.50	111.00	87.50	99.50	-	105.50
ORDER-----	-	156.00	-	-	100.50	-	150.50	-	140.50	127.00	-	-	102.00
PAYROLL-----	123.00	-	-	-	152.00	-	162.00	-	147.50	138.50	138.50	124.00	146.50
KEYPUNCH OPERATORS													162.50
CLASS A-----	131.50	162.00	\$150.50	-	155.50	-	163.50	153.50	156.00	151.00	138.00	-	152.50
CLASS B-----	114.00	122.50	139.00	110.50	122.50	98.00	143.00	118.00	134.00	113.00	112.50	-	130.00
MESSENGERS-----	109.00	109.50	-	-	107.50	-	129.00	106.50	116.50	110.00	114.50	110.00	110.00
SECRETARIES-----	147.50	176.50	177.50	146.50	163.00	140.50	177.00	156.00	168.50	156.00	146.50	154.00	171.50
CLASS A-----	-	219.00	-	-	-	-	206.50	187.50	189.00	193.00	-	-	197.50
CLASS B-----	161.50	182.00	185.50	143.00	174.00	153.00	194.00	171.50	179.50	164.00	156.00	163.00	180.50
CLASS C-----	150.00	192.50	183.50	-	178.00	138.00	165.00	160.50	163.50	149.00	149.00	152.50	175.00
CLASS D-----	135.00	161.50	169.50	-	145.00	-	179.00	161.00	133.00	157.00	142.50	135.00	151.50
STENOGRAPHERS, GENERAL-----	122.00	147.50	-	-	142.50	139.00	158.00	133.00	167.00	135.00	124.50	150.00	144.50
STENOGRAPHERS, SENIOR-----	-	166.00	159.50	146.00	-	138.00	169.00	-	152.50	161.50	-	-	173.00
SWITCHBOARD OPERATORS-----	-	145.00	-	-	144.50	-	128.50	101.50	130.50	-	109.50	107.50	124.00
CLASS A-----	-	-	-	-	-	-	-	-	-	140.00	-	-	-
CLASS B-----	112.50	-	-	-	-	-	-	-	-	104.00	-	-	-
SWITCHBOARD OPERATOR-----	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEPTIONISTS-----	118.50	124.50	132.00	-	123.00	115.50	140.50	113.50	128.00	119.50	118.50	94.50	134.00
TABULATING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	174.50	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS--	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS													
CLASS A-----	127.50	142.00	-	-	-	-	141.00	123.50	141.00	-	-	-	132.50
CLASS B-----	118.50	117.50	116.00	105.50	-	111.00	149.00	122.50	149.50	-	130.00	-	135.50
							132.50	105.50	116.00	99.00	103.50	-	114.50

Table A-3. Weekly earnings of office workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE— HOLLYWOOD AND WEST PALM BEACH— BOCA RATON	GAINES— VILLE	GREENSBORO— WINSTON-SALEM— HIGH POINT	GREENVILLE— SPARTANBURG	HOUSTON	HUNTS— VILLE	JACKSON	JACKSON— VILLE	LEXINGTON— FAYETTE	LOUIS— VILLE	MELBOURNE— TITUSVILLE— COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
BILLERS, MACHINE	-	-	-	-	-	\$119.00	-	-	-	-	\$95.50	-
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	138.00	-	-	-	-	-	-
CLASS A	-	-	-	-	-	126.00	-	\$105.50	\$123.00	-	-	-
CLASS B	-	\$134.00	-	-	\$103.50	-	-	-	-	-	-	-
CLERKS												
ACCOUNTING, CLASS A	\$173.50	157.00	\$138.00	\$167.50	131.50	164.00	-	149.00	160.50	\$162.50	192.00	\$160.00
ACCOUNTING, CLASS B	114.50	127.50	120.00	135.00	115.50	131.50	\$128.50	124.00	122.00	117.00	145.00	144.50
FILE, CLASS A	-	-	-	-	-	163.50	-	-	-	-	-	-
FILE, CLASS B	-	121.00	-	110.00	-	115.00	-	-	124.50	-	120.00	-
FILE, CLASS C	-	-	-	103.50	-	97.50	-	88.00	98.50	94.50	90.50	-
ORDER	-	-	-	-	-	131.00	-	-	-	-	-	-
PAYROLL	-	150.00	-	169.50	121.50	158.00	-	148.00	149.00	122.00	155.50	-
KEYPUNCH OPERATORS	-	-	-	163.00	-	152.00	-	-	146.50	133.50	148.00	176.00
CLASS A	-	-	-	128.00	-	133.00	104.00	112.00	135.00	124.00	128.00	-
CLASS B	-	131.00	-	112.00	115.50	109.00	-	103.50	113.50	108.50	120.50	-
MESSENGERS	-	120.00	-	158.00	-	178.00	169.00	143.50	165.50	151.50	155.50	186.50
SECRETARIES	136.50	154.50	152.50	-	151.00	217.50	-	148.00	194.00	183.00	167.50	-
CLASS A	-	177.50	-	-	-	193.50	-	160.50	179.50	166.00	154.00	189.50
CLASS B	128.50	172.00	152.50	165.00	165.00	178.00	172.00	169.00	164.50	164.50	161.00	189.00
CLASS C	-	162.50	149.50	155.50	150.00	161.50	153.50	130.50	149.50	127.50	151.50	172.50
CLASS D	-	141.00	152.00	154.50	133.00	145.00	-	132.50	179.50	155.50	164.50	154.50
STENOGRAPHERS, GENERAL	-	151.00	131.50	158.50	132.50	175.00	-	130.00	173.00	163.00	156.50	185.50
STENOGRAPHERS, SENIOR	-	-	-	-	148.00	-	-	-	-	106.50	106.00	-
SWITCHBOARD OPERATORS	105.50	108.50	-	112.00	-	-	-	-	146.50	-	-	-
CLASS A	-	-	-	-	-	164.50	-	-	-	-	-	-
CLASS B	-	-	-	-	-	114.00	-	113.50	108.50	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	-	119.00	107.50	120.50	107.50	124.50	-	108.50	125.00	118.00	119.50	101.00
TABULATING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	150.50	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	121.00	-	127.50	-	-	126.50	-	-	-
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	158.50	132.50	-	143.00	129.50	126.50	140.00	-	160.50	154.00
CLASS B	-	116.00	-	124.00	109.50	116.50	-	99.00	113.00	113.00	115.50	117.50

Table A-3. Weekly earnings of office workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	KALEIGH-OURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS--CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE-----	-	\$178.00	\$111.50	-	-	-	-	-	\$150.50	-	-	\$177.50	\$149.50	\$137.50
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-	117.50
BOOKKEEPING-MACHINE OPERATORS														
CLASS A-----	-	154.00	123.00	-	-	-	\$130.50	-	166.50	-	-	-	-	-
CLASS B-----	-	141.50	107.50	-	\$114.50	-	118.00	\$104.50	145.00	-	\$103.50	156.50	-	-
CLERKS														
ACCOUNTING, CLASS A-----	\$146.00	176.50	153.50	\$132.50	176.00	\$146.00	156.50	135.00	167.50	\$193.00	130.50	173.50	161.00	168.00
ACCOUNTING, CLASS B-----	127.00	149.00	121.00	114.50	119.00	123.50	128.00	113.00	136.00	151.00	114.00	141.50	123.00	138.50
FILE, CLASS A-----	-	134.00	-	-	117.50	-	152.00	-	153.50	-	-	141.00	-	136.00
FILE, CLASS B-----	127.50	122.50	98.50	92.00	105.50	103.00	109.00	96.50	120.00	129.00	-	128.50	104.00	125.50
FILE, CLASS C-----	101.50	99.00	92.00	97.00	88.00	95.00	100.00	93.00	124.50	-	-	113.00	107.00	107.50
ORDER-----	148.50	133.00	127.50	112.50	122.00	-	151.00	114.50	155.00	156.00	-	153.50	153.00	149.00
PAYROLL-----	155.50	148.00	136.50	-	150.00	129.00	139.00	129.50	146.00	182.00	-	166.00	143.50	153.00
KEYPUNCH OPERATORS														
CLASS A-----	145.00	156.00	129.00	118.50	141.00	131.50	137.00	127.00	145.50	191.50	-	163.00	136.00	156.00
CLASS B-----	130.50	141.00	111.50	113.00	124.50	114.50	130.00	108.50	128.00	144.50	118.50	142.50	128.00	144.00
MESSENGERS-----	114.50	129.00	102.00	108.00	103.50	107.50	118.00	99.00	140.00	-	-	120.50	111.50	137.00
SECRETARIES-----	122.00	177.50	151.00	138.00	158.00	146.00	158.00	146.50	187.50	167.50	151.50	182.50	167.00	169.50
CLASS A-----	183.50	210.50	169.50	-	173.00	-	188.50	148.50	225.50	-	-	217.50	209.50	231.00
CLASS B-----	159.00	186.00	156.50	149.00	160.50	163.00	169.50	141.00	203.00	172.00	-	196.00	178.50	185.00
CLASS C-----	161.00	175.50	151.50	137.00	159.50	153.00	153.00	142.50	188.50	177.00	165.00	180.50	169.00	170.50
CLASS D-----	140.00	155.00	142.50	122.50	151.50	131.50	152.00	137.00	177.50	155.00	140.00	163.50	141.00	143.00
STENOGRAPHERS, GENERAL-----	159.50	155.00	122.50	138.50	134.50	129.50	141.50	116.00	156.50	153.50	148.50	166.00	141.00	154.50
STENOGRAPHERS, SENIOR-----	167.50	177.50	148.00	143.50	165.00	152.00	148.00	154.50	178.50	175.00	157.50	165.50	146.50	183.50
SWITCHBOARD OPERATORS-----	-	113.00	-	-	121.50	-	-	-	123.00	-	-	-	-	132.00
CLASS A-----	-	-	123.50	-	-	-	148.50	-	-	-	-	159.00	-	-
CLASS B-----	125.00	-	98.50	103.00	-	117.50	110.50	95.50	-	119.00	120.50	128.50	129.00	-
SWITCHBOARD OPERATOR-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEPTIONISTS-----	121.50	128.00	106.50	112.00	120.00	114.00	118.00	100.50	142.50	141.50	-	142.00	130.50	129.50
TABULATING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	220.50	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	191.00	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	148.00	-	-
TRANSCRIBING-MACHINE TYPISTS--	-	178.00	105.50	-	123.00	108.00	130.00	-	161.50	-	-	144.50	128.50	134.50
TYPISTS														
CLASS A-----	-	163.00	126.00	-	118.50	128.00	135.00	111.50	150.50	156.50	-	146.50	126.00	148.50
CLASS B-----	152.50	121.50	106.00	109.00	104.00	100.00	109.50	98.00	132.50	119.50	-	130.00	110.00	125.00

Table A-3. Weekly earnings of office workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
BILLERS, MACHINE	-	-	-	\$140.50	-	\$214.00	\$211.50	\$137.50	-	-	-	\$173.00	-	-	-
BILLING MACHINE	-	-	\$124.50	-	-	-	-	-	\$128.00	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	168.00	-	-	169.50	158.00	139.00	-	-	-	-	-	-
CLASS A	-	-	-	141.00	-	-	126.50	-	117.00	\$121.00	-	116.00	\$125.50	\$115.00	-
CLASS B	\$126.00	-	122.00	-	-	139.50	-	-	-	-	-	-	-	-	-
CLERKS															
ACCOUNTING, CLASS A	171.00	\$177.00	184.00	205.00	\$185.00	153.00	192.50	164.00	169.50	174.00	\$166.50	180.00	139.50	153.50	\$176.50
ACCOUNTING, CLASS B	122.50	127.00	122.00	149.50	115.00	120.50	139.50	134.50	130.00	133.50	141.50	130.00	122.50	124.50	133.00
FILE, CLASS A	151.50	-	-	154.50	-	129.00	154.50	147.00	142.50	-	-	131.50	-	-	-
FILE, CLASS B	117.00	120.50	154.00	121.50	-	110.50	117.50	117.00	113.00	116.50	-	110.50	157.00	106.00	-
FILE, CLASS C	101.50	-	99.00	111.50	-	104.50	99.00	106.50	100.00	95.00	-	101.50	93.50	109.00	-
UNDER	140.50	129.00	135.50	164.50	-	147.00	152.50	129.00	157.50	150.50	-	170.50	-	113.50	-
PAYROLL	164.50	151.50	149.50	164.50	-	155.50	174.00	159.00	155.50	193.50	145.50	170.00	149.00	140.00	121.50
KEYPUNCH OPERATORS															
CLASS A	154.50	173.50	135.50	172.00	125.50	159.00	166.50	156.50	146.00	154.50	-	167.50	155.50	154.00	163.50
CLASS B	124.50	131.50	137.50	154.50	98.00	120.00	144.00	133.50	123.00	134.00	-	138.00	111.00	135.00	124.00
MESSENGERS	110.00	118.00	105.00	125.00	-	116.50	117.00	114.50	108.00	111.00	-	111.50	-	130.50	99.00
SECRETARIES	167.00	182.00	172.00	194.50	142.00	163.00	171.00	170.50	164.00	171.50	182.50	163.00	135.00	163.50	156.50
CLASS A	190.50	-	-	230.50	-	213.00	204.50	188.50	197.00	225.50	-	202.50	166.50	-	-
CLASS B	180.50	182.00	169.50	204.00	-	177.00	170.00	192.50	174.50	190.50	-	167.00	-	161.00	150.00
CLASS C	168.50	195.50	165.50	198.00	181.50	159.00	171.00	167.50	159.00	158.00	184.00	161.00	122.50	175.00	161.00
CLASS D	155.00	164.50	174.50	177.00	125.50	150.00	157.00	152.50	147.00	149.50	-	142.00	123.00	151.50	148.00
STENOGRAPHERS, GENERAL	150.50	154.50	148.50	159.50	139.50	153.00	151.00	149.00	146.00	143.00	-	142.50	164.50	157.50	136.00
STENOGRAPHERS, SENIOR	170.50	136.00	164.00	190.00	-	169.00	170.00	152.50	155.50	196.50	-	157.00	161.50	174.00	144.00
SWITCHBOARD OPERATORS	125.00	-	126.50	-	-	120.50	-	131.00	120.50	121.00	-	-	-	116.50	-
CLASS A	-	-	-	171.50	-	-	148.00	-	-	-	-	166.50	-	-	-
CLASS B	-	106.50	-	134.00	-	-	127.00	-	-	-	-	113.00	-	-	113.50
SWITCHBOARD OPERATOR- RECEPTIONISTS	126.50	115.50	112.00	142.00	128.50	132.00	137.50	129.00	119.50	123.00	113.00	132.00	110.50	130.00	118.00
TABULATING-MACHINE OPERATORS															
CLASS A	-	-	-	271.00	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	207.00	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	-	114.00	-	141.50	-	120.50	123.00	127.50	128.50	132.50	-	145.50	-	-	-
TYPISTS															
CLASS A	136.50	134.00	136.00	160.50	-	133.50	144.00	138.50	124.50	127.00	-	132.50	112.50	128.50	-
CLASS B	116.00	123.00	113.00	133.00	-	108.50	120.00	121.00	111.50	114.50	-	110.00	122.50	118.00	-

Table A-3. Weekly earnings of office workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-UGOEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
BILLERS, MACHINE												
BILLING MACHINE-----	-	-	\$167.50	-	\$214.00	-	-	-	-	\$168.00	-	\$139.00
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	160.00	-	-
BOOKKEEPING-MACHINE OPERATORS												
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	\$96.50	-	-	205.50	-	-	-	-	-	-	-
CLERKS												
ACCOUNTING, CLASS A-----	\$173.50	158.50	169.50	\$143.00	176.00	\$186.00	\$175.50	\$161.00	\$163.50	182.00	\$169.00	160.00
ACCOUNTING, CLASS B-----	146.00	115.00	140.50	123.50	150.50	145.00	147.50	118.00	129.00	155.50	150.50	129.00
FILE, CLASS A-----	-	-	153.00	-	177.50	-	-	-	-	150.50	-	119.50
FILE, CLASS B-----	135.50	104.00	111.50	117.00	126.50	125.50	119.50	116.50	106.00	133.50	111.50	121.50
FILE, CLASS C-----	104.50	89.50	100.00	-	103.00	99.00	-	-	97.00	111.50	123.50	99.50
ORDER-----	189.50	-	148.00	-	184.00	171.50	-	163.00	-	157.00	-	177.50
PAYROLL-----	179.00	128.50	165.00	134.50	183.00	179.50	206.00	163.00	144.00	174.00	183.00	157.00
KEYPUNCH OPERATORS												
CLASS A-----	169.50	118.50	171.50	140.00	164.50	165.00	-	161.00	148.00	180.50	165.50	144.00
CLASS B-----	156.00	100.50	137.50	-	152.50	136.50	135.50	129.00	146.00	169.50	145.50	135.50
MESSENGERS-----	123.50	-	118.50	-	121.50	111.00	-	102.00	116.50	124.50	-	116.00
SECRETARIES-----	176.00	137.00	186.50	166.50	190.50	173.50	189.00	170.00	175.50	187.00	178.00	167.00
CLASS A-----	214.50	-	206.50	-	229.00	199.00	208.00	188.50	192.00	218.00	-	193.00
CLASS B-----	192.50	149.50	198.50	159.50	211.50	204.50	197.50	180.50	198.00	199.00	200.50	189.00
CLASS C-----	177.50	141.00	187.00	173.00	174.00	153.00	160.00	152.50	161.50	177.00	160.00	151.00
CLASS D-----	165.00	113.50	172.50	160.00	174.00	173.50	196.50	175.00	172.50	181.00	187.50	168.50
STENOGRAPHERS, GENERAL-----	147.00	170.00	166.00	129.00	163.50	155.00	154.50	142.50	153.50	152.50	-	156.50
STENOGRAPHERS, SENIOR-----	170.00	169.00	165.50	150.00	169.00	176.00	150.50	149.50	157.50	159.50	161.00	145.50
SWITCHBOARD OPERATORS												
CLASS A-----	143.00	105.00	126.50	121.00	144.00	-	120.50	120.50	109.50	147.50	134.00	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	137.50	98.50	135.00	120.00	149.50	132.00	134.50	125.50	137.50	143.00	137.00	131.50
TABULATING-MACHINE OPERATORS												
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	204.00	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS	117.50	-	-	-	147.00	150.50	-	-	-	141.00	-	125.50
CLASS A-----	135.00	-	138.00	-	157.50	148.00	126.50	129.50	146.50	139.00	145.00	135.00
CLASS B-----	111.00	-	111.50	114.50	125.50	112.50	120.00	115.00	-	122.50	127.50	122.50

Table A-4. Weekly earnings of office workers, January through December 1975—public utilities

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
BILLERS, MACHINE				\$243.00								\$203.00		
BILLING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS														
ACCOUNTING, CLASS A-----	-	-	\$202.00	232.00	-	-	\$216.00	\$212.50	-	-	\$217.00	217.00	\$195.50	-
ACCOUNTING, CLASS B-----	-	-	-	223.00	-	\$170.00	176.00	171.50	\$144.50	-	204.50	194.00	189.50	-
FILE, CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B-----	-	-	-	-	-	-	-	169.00	-	-	-	-	-	-
FILE, CLASS C-----	-	-	153.50	-	-	-	136.50	158.00	-	-	164.00	-	-	-
ORDER-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL-----	-	-	-	-	\$156.00	-	-	-	-	-	175.50	211.00	-	-
KEYPUNCH OPERATORS														
CLASS A-----	-	-	-	201.50	-	-	-	191.00	-	-	-	196.50	203.50	-
CLASS B-----	-	-	153.00	168.00	-	-	159.50	165.50	156.50	-	173.00	-	-	-
MESSENGERS-----	\$177.50	-	-	-	-	-	-	154.50	-	-	-	134.00	-	-
SECRETARIES-----	228.50	-	209.00	224.50	185.00	215.50	212.00	208.00	156.50	-	242.50	193.50	176.00	-
CLASS A-----	-	-	-	-	-	228.00	-	263.50	-	-	-	-	-	-
CLASS B-----	-	-	239.00	215.00	182.50	-	218.50	230.50	-	-	269.00	224.50	-	-
CLASS C-----	223.50	-	211.50	233.50	184.50	210.00	205.50	202.00	-	-	232.50	206.50	-	-
CLASS D-----	-	-	188.00	-	-	-	194.50	186.50	-	-	197.50	164.50	-	-
STENOGRAPHERS, GENERAL-----	-	-	-	-	-	-	167.00	180.00	-	-	197.50	163.00	-	-
STENOGRAPHERS, SENIOR-----	-	-	214.50	-	-	-	-	185.00	-	-	-	-	-	-
SWITCHBOARD OPERATORS														
CLASS A-----	-	-	175.00	-	-	-	-	171.00	-	-	-	173.00	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	196.50	188.50	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	-	-	-	-	-	-	-	156.00	133.00	-	160.50	138.50	-	-
TABULATING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS														
CLASS A-----	-	-	181.50	-	-	161.00	-	181.00	-	-	187.50	-	-	-
CLASS B-----	-	-	-	162.00	-	-	152.00	146.50	-	-	184.00	125.00	-	-

Table A-4. Weekly earnings of office workers, January through December 1975—public utilities—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
BILLERS, MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS	-	-	-	-	-	-	-	-	-	-	-	-	-
ACCOUNTING, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
ACCOUNTING, CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS A	-	-	-	-	-	\$142.50	\$205.00	-	\$198.50	\$186.00	-	-	\$220.50
FILE, CLASS B	-	-	-	-	-	-	161.50	-	-	146.50	-	-	184.00
FILE, CLASS C	-	-	-	-	-	-	164.50	-	-	-	-	-	-
ORDER	-	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL	-	-	-	-	-	-	-	-	167.00	-	-	-	200.00
KEYPUNCH OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	\$185.50	-	-	-	-	180.50	-	-	-	-	-	210.50
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
MESSENGERS	-	-	-	-	-	-	202.00	-	173.00	-	-	-	-
SECRETARIES	\$171.00	-	-	-	-	-	160.50	-	185.50	143.50	-	-	191.00
CLASS A	-	-	-	-	-	-	155.50	-	148.50	-	-	-	160.00
CLASS B	-	-	-	-	-	-	221.50	\$182.50	226.50	190.00	-	-	126.50
CLASS C	-	-	-	-	-	-	250.50	-	-	-	\$175.00	-	204.00
CLASS D	-	-	-	-	-	-	231.50	-	223.50	185.50	-	-	225.50
STENOGRAPHERS, GENERAL	-	-	-	-	-	-	213.50	186.50	188.00	205.50	-	-	224.50
STENOGRAPHERS, SENIOR	-	177.50	-	-	-	-	191.00	-	-	-	174.00	-	212.50
SWITCHBOARD OPERATORS	-	-	-	-	-	-	174.00	-	205.00	-	-	-	174.50
CLASS A	-	187.50	-	-	-	-	183.00	-	-	-	-	-	161.50
CLASS B	-	-	-	-	-	-	176.00	-	189.50	-	-	-	189.50
SWITCHBOARD OPERATOR-	-	-	-	-	-	-	-	-	-	-	-	-	164.00
RECEPTIONISTS	-	-	-	-	-	-	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	218.00	-	144.50	-	-	-	197.00
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	207.50	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	174.50	-	170.00	-	-	-	165.50
	-	-	-	-	-	-	168.50	-	165.00	-	-	-	150.00

Table A-4. Weekly earnings of office workers, January through December 1975—public utilities—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE- HOLLYWOOD AND WEST PALM BEACH- BOCA RATON	GAINES- VILLE	GREENSBORO- WINSTON-SALEM- HIGH POINT	GREENVILLE- SPARTANBURG	HOUSTON	HUNTS- VILLE	JACKSON	JACKSON- VILLE	LEXINGTON- FAYETTE	LOUIS- VILLE	MELBOURNE- TITUSVILLE- COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
BILLERS, MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLEKKS	-	-	-	-	-	\$200.00	-	\$178.50	\$201.50	-	\$216.50	-
ACCOUNTING, CLASS A	-	\$200.50	-	\$166.00	-	148.00	-	-	172.00	\$159.00	196.50	-
ACCOUNTING, CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS A	-	-	-	-	-	140.00	-	-	187.00	-	-	-
FILE, CLASS B	-	-	-	125.00	-	-	-	-	-	-	-	-
FILE, CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
ORDER	-	-	-	-	-	201.50	-	-	-	-	-	-
PAYROLL	-	-	-	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS	-	-	-	-	-	176.00	-	-	-	-	-	-
CLASS A	-	-	-	152.00	-	150.00	-	-	214.50	132.50	204.00	-
CLASS B	-	-	-	-	-	111.00	-	-	-	-	173.00	-
MESSENGERS	-	-	-	165.50	-	201.50	-	189.00	230.00	198.50	230.00	-
SECRETARIES	-	205.50	-	-	-	250.00	-	-	-	-	-	-
CLASS A	-	-	-	-	-	224.00	-	-	228.50	-	-	-
CLASS B	-	-	-	-	-	194.00	-	192.00	-	189.50	226.00	-
CLASS C	-	192.00	-	177.00	-	187.00	-	-	-	-	234.50	-
CLASS D	-	-	-	165.00	-	149.50	-	142.00	215.50	171.00	190.00	-
STENOGRAPHERS, GENERAL	-	-	-	163.00	-	169.00	-	144.50	-	169.50	-	-
STENOGRAPHERS, SENIOR	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	153.00	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	-	-	-	-	-	150.50	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS	-	-	-	-	-	153.00	-	148.50	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	131.00	-	-	-	-	-	-	-	-

Table A-4. Weekly earnings of office workers, January through December 1975—public utilities—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-DURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS--CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	\$233.00	\$194.50	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS														
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS														
ACCOUNTING, CLASS A	-	\$209.00	\$170.00	-	\$221.50	-	\$179.00	\$170.50	\$193.00	-	-	231.50	-	\$211.00
ACCOUNTING, CLASS B	-	184.50	136.00	\$113.50	166.00	\$154.50	155.00	138.00	162.00	\$181.00	-	197.50	-	209.00
FILE, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS C	-	-	-	-	-	-	-	-	-	-	-	192.50	-	-
ORDER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL	-	190.50	-	-	-	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS														
CLASS A	-	179.50	172.50	-	-	145.50	-	-	189.00	-	-	189.50	136.00	180.50
CLASS B	-	169.00	131.00	-	-	-	-	-	167.50	-	-	185.50	129.50	186.00
MESSENGERS	-	147.00	116.00	-	116.50	-	169.50	-	-	-	-	155.50	-	177.50
SECRETARIES	\$202.50	202.00	171.50	171.50	204.00	161.00	187.50	183.00	206.50	207.50	-	219.50	190.00	214.00
CLASS A	-	224.50	-	-	-	-	-	-	238.00	-	-	249.00	-	278.50
CLASS B	-	209.50	163.00	-	230.00	189.50	-	-	236.00	-	-	232.00	189.50	228.50
CLASS C	-	189.50	192.00	168.50	212.00	172.50	173.00	-	209.50	207.50	-	223.00	201.50	208.00
CLASS D	-	197.50	165.50	-	182.00	146.00	196.50	-	181.50	199.50	-	182.50	-	168.50
STENOGRAPHERS, GENERAL	205.00	181.00	133.50	188.50	152.50	-	186.50	-	158.50	-	\$156.50	207.00	174.50	191.50
STENOGRAPHERS, SENIOR	-	197.50	145.00	-	174.00	-	-	-	-	203.00	-	215.50	162.50	-
SWITCHBOARD OPERATORS	-	-	-	-	-	-	-	-	-	-	-	-	-	187.00
CLASS A	-	-	134.50	-	-	-	-	-	177.50	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS	-	123.50	113.50	-	-	-	-	-	150.50	-	-	-	130.50	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS														
CLASS A	-	177.50	-	-	-	-	-	-	-	165.50	-	203.50	-	-
CLASS B	251.50	157.00	128.00	-	-	-	127.00	-	-	194.00	-	175.00	-	-

Table A-4. Weekly earnings of office workers, January through December 1975—public utilities—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT-- ROCK ISLAND-- MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN-- APOLIS	KANSAS CITY	MILWAUKEE	MINNE-- APOLIS-- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
BILLERS, MACHINE							\$228.50					\$247.50			
BILLING MACHINE															
BOOKKEEPING MACHINE															
BOOKKEEPING-MACHINE OPERATORS															
CLASS A															
CLASS B															
CLERKS															\$208.50
ACCOUNTING, CLASS A	\$200.00	\$232.50	\$217.00	\$210.50		\$189.50	220.50	\$202.50	\$197.00	\$206.50		206.50			
ACCOUNTING, CLASS B	165.00	149.00		177.00		145.50	174.00		157.00			188.50	\$178.00	\$167.50	168.50
FILE, CLASS A							208.50		194.50						
FILE, CLASS B							180.50	158.50	143.50			213.00	173.00		
FILE, CLASS C				160.50								171.50			
ORDER															
PAYROLL				202.50		215.50	224.50	197.00	190.50	229.50		221.50			
KEYPUNCH OPERATORS															
CLASS A				208.50		210.00		179.50	176.00			215.50			
CLASS B	153.50						186.00	164.50	146.50			191.00			
MESSENGERS				154.00		140.50	158.00		157.00	187.00		158.50			
SECRETARIES	193.00	193.50		205.50		217.00	215.00	209.00	206.50	200.00		214.00		178.50	197.50
CLASS A				260.50			264.50		237.00			245.00			
CLASS B	236.50			239.00		218.50	226.50	229.00	238.00	231.50		216.00			
CLASS C	183.50		179.50	210.00		229.00	212.50	203.50	186.00	195.00		204.50			185.00
CLASS D	169.00						197.00		172.00			198.50			
STENOGRAPHERS, GENERAL				195.00		199.00	197.00	168.00	183.50	161.00		175.50	188.00	145.00	
STENOGRAPHERS, SENIOR						206.00	193.00	181.50	190.50			186.00		193.50	
SWITCHBOARD OPERATORS									181.50						
CLASS A												201.00			
CLASS B				190.00											
SWITCHBOARD OPERATOR-- RECEPTIONISTS				191.00			198.50		149.00			206.00			
TABULATING-MACHINE OPERATORS															
CLASS A															
CLASS B				211.50											
CLASS C												219.00			
TRANSCRIBING-MACHINE TYPISTS-- TYPISTS															
CLASS A	152.50			202.50		153.50	183.00					173.50			
CLASS B				170.50			149.00		164.00			145.50	191.50		

Table A-4. Weekly earnings of office workers, January through December 1975—public utilities—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-DGDN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
BILLERS, MACHINE												
BILLING MACHINE	-	-	\$199.00	-	\$268.50	-	-	-	-	\$257.00	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS												
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS												
ACCOUNTING, CLASS A	\$178.00	-	220.00	-	204.00	-	-	\$195.50	-	232.00	-	-
ACCOUNTING, CLASS B	-	-	186.00	-	181.00	\$197.50	-	121.50	-	192.50	-	\$136.00
FILE, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B	-	-	176.50	-	198.50	-	-	-	-	202.50	-	-
FILE, CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
ORDER	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL	-	-	205.00	-	210.50	208.50	-	-	-	220.00	-	171.50
KEYPUNCH OPERATORS												
CLASS A	-	-	208.50	-	177.00	217.00	-	191.00	-	-	-	181.50
CLASS B	-	-	176.50	-	183.00	156.00	-	-	\$189.00	195.50	-	148.50
MESSENGERS	-	-	141.50	-	-	-	-	-	-	154.00	-	-
SECRETARIES	207.00	\$172.00	223.00	\$228.00	211.00	221.00	\$247.00	191.00	207.50	222.00	\$245.00	203.00
CLASS A	-	-	243.00	-	236.00	273.00	-	213.50	247.00	247.00	-	243.00
CLASS B	-	164.50	219.00	213.00	211.50	-	-	197.00	247.00	231.00	-	219.00
CLASS C	-	-	191.00	-	190.00	158.00	258.00	182.00	186.00	213.00	-	197.00
CLASS D	-	-	196.00	-	195.00	214.50	202.50	191.00	183.50	215.50	-	165.00
STENOGRAPHERS, GENERAL	-	-	232.50	-	-	196.50	-	-	-	186.00	-	-
STENOGRAPHERS, SENIOR	-	-	212.00	-	193.00	-	-	-	-	220.00	-	-
SWITCHBOARD OPERATORS	-	-	-	-	-	-	-	-	-	197.00	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-	-	-	-	-	-	-	-	-	-	-	-	-
RECEPTIONISTS	-	-	165.50	-	-	-	-	179.50	161.00	212.50	-	166.00
TABULATING-MACHINE OPERATORS												
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE TYPISTS												
TYPISTS												
CLASS A	-	-	-	-	197.50	-	-	-	-	178.00	-	-
CLASS B	-	-	-	-	-	-	-	-	-	203.50	-	144.50

Table A-5. Weekly earnings of professional and technical workers, January through December 1975—all industries

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTAUY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
COMPUTER OPERATORS														
CLASS A-----	-	\$217.00	\$209.00	\$234.50	\$187.00	\$220.00	\$211.00	\$230.50	-	\$199.00	\$219.50	\$208.50	-	-
CLASS B-----	\$190.50	174.00	176.50	193.00	163.50	185.00	195.00	194.50	\$152.50	179.00	186.00	163.50	\$165.50	-
CLASS C-----	-	-	151.00	-	149.00	145.00	166.50	165.00	120.00	142.50	161.00	153.00	142.50	-
COMPUTER PROGRAMMERS,														
BUSINESS														
CLASS A-----	294.50	-	281.00	292.00	280.00	309.50	302.50	314.00	-	267.00	306.00	264.00	278.50	-
CLASS B-----	246.50	237.00	240.50	229.00	223.50	246.00	247.00	273.50	204.50	235.00	254.50	213.50	226.00	-
CLASS C-----	-	-	188.00	-	202.50	204.00	210.50	220.50	-	194.00	230.00	173.00	172.50	-
COMPUTER SYSTEMS ANALYSTS,														
BUSINESS														
CLASS A-----	-	-	351.50	344.50	333.00	373.00	370.00	385.50	-	359.00	365.00	366.00	-	-
CLASS B-----	-	298.50	299.00	290.50	272.50	325.00	311.50	348.50	-	307.50	303.50	323.50	-	-
CLASS C-----	-	-	222.50	-	246.50	287.00	276.50	298.50	-	-	256.50	299.50	-	-
DRAFTERS														
CLASS A-----	-	242.50	262.00	289.50	245.50	268.50	254.50	272.00	223.50	251.50	264.00	274.50	226.00	-
CLASS B-----	201.00	212.00	222.00	239.50	211.50	221.50	215.50	223.50	180.00	189.00	236.50	234.50	182.00	\$217.00
CLASS C-----	-	-	174.50	186.00	180.50	187.00	171.00	191.50	138.50	-	188.50	184.50	-	-
DRAFTERS-TRACERS														
ELECTRONICS TECHNICIANS-----	265.50	237.50	233.00	288.50	223.00	220.50	193.50	271.00	216.50	229.00	268.00	269.50	-	-
CLASS A-----	-	256.50	262.00	-	240.00	248.50	221.50	-	229.50	-	230.00	295.50	-	-
CLASS B-----	-	203.50	217.50	282.50	217.00	199.00	205.00	-	195.00	-	276.50	251.00	-	-
CLASS C-----	-	-	161.00	-	182.00	183.50	-	-	-	-	177.50	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	220.50	206.50	216.50	236.00	198.00	203.00	210.00	226.00	172.00	205.00	219.00	210.00	-	-

Table A-5. Weekly earnings of professional and technical workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
COMPUTER OPERATORS													
CLASS A-----	\$184.00	\$219.50	\$220.00	\$199.50	\$202.00	-	\$221.00	\$229.50	\$224.00	\$184.00	\$206.50	-	\$203.00
CLASS B-----	155.50	181.00	177.50	169.50	156.00	\$145.00	202.00	163.50	179.50	153.50	150.50	-	175.00
CLASS C-----	133.00	-	174.00	169.50	-	136.00	164.50	143.50	162.50	123.50	123.50	\$149.00	150.00
COMPUTER PROGRAMMERS, BUSINESS													
CLASS A-----	243.00	264.00	318.50	261.00	298.50	-	273.50	-	295.00	260.00	-	-	287.00
CLASS B-----	223.00	205.00	237.50	236.00	247.00	204.50	239.50	238.50	247.00	218.50	208.00	223.00	229.50
CLASS C-----	-	210.00	-	-	-	-	207.50	176.00	184.00	178.00	173.50	-	185.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A-----	-	335.00	369.00	333.00	314.50	-	349.50	358.50	352.50	-	-	-	341.00
CLASS B-----	-	290.50	332.00	296.50	263.50	-	293.50	289.50	297.50	288.50	268.50	-	298.00
CLASS C-----	-	246.00	-	-	-	-	274.50	-	232.50	-	-	-	243.50
DRAFTERS													
CLASS A-----	233.50	224.50	278.00	241.00	244.50	226.50	253.50	219.50	264.00	238.00	-	242.00	250.50
CLASS B-----	204.00	220.50	226.50	209.50	208.50	202.50	200.00	186.00	205.50	178.00	169.50	186.50	205.00
CLASS C-----	161.50	188.00	-	178.00	168.50	166.00	162.50	159.00	188.00	136.50	129.00	-	159.00
DRAFTERS--TRACERS													
ELECTRONICS TECHNICIANS													
CLASS A-----	-	-	-	-	-	127.00	152.50	-	146.00	-	-	-	150.50
CLASS B-----	-	-	-	-	-	-	259.00	-	242.00	246.50	214.50	-	237.50
CLASS C-----	-	-	-	-	-	-	267.00	-	279.00	-	-	-	270.50
NURSES, INDUSTRIAL (REGISTERED)													
CLASS A-----	179.50	203.00	208.00	186.00	197.00	191.50	226.00	-	233.50	-	177.00	221.00	233.50
CLASS B-----	-	-	-	-	-	-	-	-	203.00	-	-	-	198.00
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
									237.00	195.50	-	-	221.00

Table A-5. Weekly earnings of professional and technical workers, January through December 1975— all industries—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE-- HOLLYWOOD AND WEST PALM BEACH-- BOCA RATON	GAINES- VILLE	GREENSBORO-- WINSTON-SALEM-- HIGH POINT	GREENVILLE-- SPARTANBURG	HOUSTON	HUNTS- VILLE	JACKSON	JACKSON-- VILLE	LEXINGTON-- FAYETTE	LOUIS- VILLE	MELBOURNE-- TITUSVILLE-- COVINGTON
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
COMPUTER OPERATORS												
CLASS A-----	-	-	-	\$199.50	-	\$226.00	-	-	\$205.00	-	\$227.50	\$226.00
CLASS B-----	-	\$165.00	\$179.50	164.00	\$161.50	180.00	\$147.00	\$167.50	176.00	\$175.50	178.50	186.00
CLASS C-----	-	-	-	153.00	131.00	145.00	-	127.00	150.50	-	145.50	-
COMPUTER PROGRAMMERS,												
BUSINESS												
CLASS A-----	-	-	-	248.00	-	284.00	257.50	-	262.50	-	261.50	299.00
CLASS B-----	-	227.00	-	218.50	210.50	244.50	181.50	190.00	216.50	232.00	224.50	-
CLASS C-----	-	-	-	178.00	174.00	195.50	-	-	188.00	-	172.50	-
COMPUTER SYSTEMS ANALYSTS,												
BUSINESS												
CLASS A-----	-	-	-	343.00	-	361.00	-	-	-	-	399.00	-
CLASS B-----	-	-	-	289.00	-	305.50	-	239.00	293.50	297.00	323.50	-
CLASS C-----	-	-	-	-	-	260.00	-	-	261.00	-	267.00	-
DRAFTERS												
CLASS A-----	\$246.50	244.50	-	245.00	215.00	273.50	199.50	-	227.50	-	251.00	252.50
CLASS B-----	-	199.50	-	205.50	202.50	207.50	177.50	182.50	219.50	201.00	210.50	192.50
CLASS C-----	-	154.00	-	155.50	169.00	157.50	173.00	143.00	140.00	158.50	157.00	-
DRAFTERS--TRACERS-----	-	-	-	-	-	132.50	-	-	-	-	-	-
ELECTRONICS TECHNICIANS-----	-	217.00	-	227.00	200.00	206.50	-	209.50	-	-	-	239.00
CLASS A-----	-	-	-	-	221.00	237.00	-	-	-	279.50	-	268.50
CLASS B-----	-	217.50	-	226.00	196.00	197.50	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	-	-	-	205.00	104.00	208.50	-	-	206.50	-	213.50	-

Table A-5. Weekly earnings of professional and technical workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-OURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS-- CONTINUED														
COMPUTER OPERATORS														
CLASS A-----	\$220.00	\$203.50	\$190.50	\$187.00	\$203.50	\$193.50	\$185.00	\$174.50	\$212.50	\$226.50	\$207.00	\$221.50	\$215.00	\$235.50
CLASS B-----	160.50	180.00	154.50	162.00	166.00	163.00	163.50	135.00	182.00	196.50	181.50	194.00	178.00	199.00
CLASS C-----	163.50	153.00	128.50	137.00	130.00	144.50	146.00	120.50	156.00	154.50	-	159.00	157.50	165.50
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A-----	230.50	310.50	234.00	252.50	263.50	-	265.50	262.00	289.50	309.50	263.00	302.00	265.00	297.00
CLASS B-----	219.00	255.00	196.50	206.50	210.00	227.50	228.00	231.00	240.00	252.00	226.00	251.50	239.50	257.50
CLASS C-----	-	205.50	-	-	154.50	200.00	192.00	140.00	201.50	209.00	200.00	216.00	-	208.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A-----	-	-	-	297.50	324.50	-	330.50	-	347.50	360.00	322.00	351.00	339.00	364.00
CLASS B-----	266.50	296.50	-	-	263.00	275.50	288.50	-	289.00	321.00	262.00	302.00	290.50	313.50
CLASS C-----	-	-	-	-	-	-	-	-	236.00	-	-	237.50	-	-
DRAFTERS														
CLASS A-----	231.50	-	269.50	-	233.50	-	262.50	206.00	258.50	269.00	247.00	257.50	237.00	267.00
CLASS B-----	193.50	207.00	210.00	-	193.00	199.00	207.50	160.50	213.50	212.00	221.00	216.00	203.50	216.00
CLASS C-----	142.00	167.00	153.50	-	153.50	161.00	182.50	134.50	166.00	191.50	175.50	179.50	157.50	177.00
DRAFTERS-TRACERS														
ELECTRONICS TECHNICIANS--	245.00	260.50	213.00	194.50	212.50	205.00	-	-	-	-	146.00	166.50	131.00	143.00
CLASS A-----	-	-	-	213.50	-	220.50	-	-	256.00	-	-	253.00	-	197.50
CLASS B-----	258.50	266.50	212.50	196.50	207.00	199.00	-	-	284.50	-	-	311.50	-	225.50
CLASS C-----	-	-	-	150.00	-	-	-	-	226.50	-	-	214.00	-	185.00
NURSES, INDUSTRIAL (REGISTERED)-----	215.00	-	-	179.50	-	198.00	208.50	-	210.50	-	-	-	-	172.50
									215.00	230.50	216.50	214.00	205.00	236.00

Table A-5. Weekly earnings of professional and technical workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
COMPUTER OPERATORS															
CLASS A-----	\$237.00	\$260.50	\$229.50	\$265.00	-	\$220.50	\$231.50	\$199.00	\$192.00	\$222.00	-	\$222.50	\$210.50	\$198.50	\$191.00
CLASS B-----	177.00	209.50	186.50	230.00	\$169.00	184.00	186.00	171.00	173.00	183.50	\$203.00	181.50	166.00	182.50	164.00
CLASS C-----	149.00	154.00	162.00	202.00	-	160.50	158.00	152.50	140.50	167.50	-	143.50	143.50	-	162.50
COMPUTER PROGRAMMERS, BUSINESS															
CLASS A-----	258.50	296.50	302.50	327.50	-	271.00	288.00	278.00	272.50	261.00	-	267.00	292.50	248.50	-
CLASS B-----	235.00	239.50	238.00	272.00	223.50	213.50	240.50	229.00	234.00	250.50	-	232.50	223.00	232.50	-
CLASS C-----	201.50	196.50	194.50	222.50	-	177.00	199.00	186.00	189.50	-	-	202.00	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS															
CLASS A-----	308.00	392.00	338.00	383.50	-	346.00	368.50	335.50	330.00	-	-	346.50	329.00	322.50	323.50
CLASS B-----	271.00	334.50	288.00	336.50	-	304.50	298.50	297.00	283.50	271.00	-	292.50	-	285.00	279.00
CLASS C-----	-	-	-	-	-	265.00	295.00	278.00	-	-	-	274.50	-	-	-
DRAFTERS															
CLASS A-----	254.50	253.00	304.00	380.50	232.50	330.00	264.00	235.00	251.00	236.50	-	269.50	226.00	279.00	226.00
CLASS B-----	198.00	208.50	230.00	273.50	195.50	221.50	213.50	204.00	206.00	192.50	265.00	212.50	196.50	212.50	200.00
CLASS C-----	177.50	172.00	183.00	214.50	-	175.50	156.50	160.50	170.50	170.50	224.00	163.50	158.50	176.00	160.50
DRAFTERS--TRACERS-----	-	-	157.50	211.00	-	-	142.50	133.00	-	-	-	-	-	132.00	-
ELECTRONICS TECHNICIANS-----	262.50	-	259.50	-	-	252.00	291.50	192.50	235.50	259.00	-	251.00	-	223.00	-
CLASS A-----	294.50	-	272.50	292.00	-	-	-	-	-	277.00	-	289.00	-	-	-
CLASS B-----	-	-	-	-	-	239.50	270.00	-	-	-	-	251.50	-	-	-
CLASS C-----	-	-	-	-	-	-	205.00	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	203.00	215.00	256.00	266.00	-	249.00	235.50	215.50	208.00	-	-	223.00	184.50	224.00	188.50

Table A-5. Weekly earnings of professional and technical workers, January through December 1975—all industries—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GRDVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-DG DEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
COMPUTER OPERATORS												
CLASS A-----	\$228.00	-	\$253.50	-	\$228.50	\$233.00	-	\$213.50	\$230.00	\$234.50	\$234.50	\$213.00
CLASS B-----	217.00	-	187.50	\$182.50	202.00	180.50	-	161.50	179.50	212.00	213.00	178.00
CLASS C-----	172.00	\$132.00	145.00	-	171.50	-	\$184.00	142.00	164.50	172.50	199.50	179.50
COMPUTER PROGRAMMERS, BUSINESS												
CLASS A-----	338.50	-	299.00	-	315.00	254.50	-	291.00	294.50	301.50	302.50	314.50
CLASS B-----	288.50	-	269.50	-	262.50	222.50	-	237.00	240.00	263.50	249.50	255.50
CLASS C-----	-	-	-	-	221.00	-	-	188.50	178.00	214.00	-	202.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS												
CLASS A-----	371.00	-	381.00	-	359.50	333.00	-	346.00	352.50	337.00	379.50	299.50
CLASS B-----	332.00	-	301.50	-	311.50	291.50	-	309.50	293.50	290.50	316.50	274.50
CLASS C-----	-	-	301.50	-	250.00	-	-	-	-	252.50	247.50	-
DRAFTERS												
CLASS A-----	246.00	-	258.50	-	294.50	224.50	-	238.50	280.50	262.50	258.50	236.00
CLASS B-----	213.00	-	222.50	-	231.50	203.50	243.50	201.50	222.00	221.50	205.50	203.00
CLASS C-----	164.00	-	172.00	150.50	184.50	151.50	-	162.00	178.00	188.50	172.50	155.50
DRAFTERS-TRACERS												
ELECTRONICS TECHNICIANS												
CLASS A-----	233.00	289.00	282.00	-	259.50	-	265.50	227.00	212.00	253.50	242.50	230.50
CLASS B-----	269.00	-	301.00	-	277.50	-	-	256.50	242.50	275.50	269.00	238.50
CLASS C-----	220.00	288.50	268.50	-	252.00	-	-	219.50	201.50	251.50	221.50	236.50
NURSES, INDUSTRIAL (REGISTERED)	164.50	-	-	-	184.50	-	-	-	171.50	-	194.50	-
	-	-	219.00	-	241.50	-	-	-	-	233.00	236.00	230.00

Table A-6. Weekly earnings of professional and technical workers,
January through December 1975—manufacturing

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
COMPUTER OPERATORS														
CLASS A-----	-	\$217.00	\$216.50	\$252.00	\$200.50	-	\$206.00	\$225.50	-	\$207.00	\$226.00	\$208.50	-	-
CLASS B-----	-	174.00	179.50	214.00	166.00	\$186.50	191.50	198.50	\$164.50	-	185.50	179.00	-	-
CLASS C-----	-	-	152.00	-	-	-	-	153.00	-	-	153.00	-	-	-
COMPUTER PROGRAMMERS,														
BUSINESS														
CLASS A-----	-	-	282.00	306.50	281.50	-	311.00	318.00	-	285.00	308.50	282.00	-	-
CLASS B-----	-	235.50	254.00	-	236.00	241.00	263.00	271.00	-	-	247.00	227.50	-	-
CLASS C-----	-	-	-	-	210.50	-	-	218.50	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS,														
BUSINESS														
CLASS A-----	-	-	353.50	351.50	-	372.00	363.00	400.50	-	-	364.50	382.50	-	-
CLASS B-----	-	298.50	301.00	294.00	-	-	318.00	336.50	-	-	302.00	346.00	-	-
CLASS C-----	-	-	-	-	-	-	267.50	301.00	-	-	-	311.00	-	-
DRAFTERS														
CLASS A-----	-	-	261.00	296.50	243.00	270.50	245.00	259.50	224.00	247.50	262.50	275.00	-	-
CLASS B-----	-	207.50	219.50	241.50	211.50	205.00	206.50	203.50	179.50	186.00	238.50	238.50	\$196.50	-
CLASS C-----	-	-	169.50	177.00	180.00	-	172.00	172.00	137.50	-	182.50	186.50	-	-
DRAFTERS-TRACERS														
ELECTRONICS TECHNICIANS														
CLASS A-----	-	237.50	215.50	244.00	216.00	212.50	186.50	208.00	207.50	229.00	225.00	233.00	-	-
CLASS B-----	-	256.50	247.50	265.50	235.50	242.50	213.00	-	-	-	226.00	-	-	-
CLASS C-----	-	203.50	205.00	-	208.00	199.50	196.00	-	196.00	-	241.50	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	\$218.50	206.50	216.50	239.50	195.00	-	207.50	228.50	167.50	206.00	218.00	210.50	-	-

Table A-6. Weekly earnings of professional and technical workers,
January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
COMPUTER OPERATORS													
CLASS A-----	-	\$224.00	\$241.00	\$201.50	-	-	-	-	\$223.50	-	-	-	\$221.00
CLASS B-----	\$157.00	177.50	-	197.00	\$152.50	-	-	-	190.00	-	-	-	183.00
CLASS C-----	-	-	-	-	-	-	\$227.50	\$170.50	-	-	\$160.00	-	168.50
COMPUTER PROGRAMMERS, BUSINESS													
CLASS A-----	-	248.00	-	289.50	-	-	282.00	-	-	-	-	-	271.00
CLASS B-----	-	-	244.50	251.00	-	-	-	-	241.00	-	-	-	245.50
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	196.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A-----	-	339.50	-	346.00	-	-	316.00	-	356.00	-	-	-	360.00
CLASS B-----	-	291.50	-	-	-	-	-	-	298.00	-	-	-	320.00
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	263.50
ORAFTERS													
CLASS A-----	-	226.00	278.00	236.50	244.50	\$223.50	255.00	219.50	272.00	\$248.00	-	\$253.00	246.00
CLASS B-----	203.50	220.50	226.50	201.50	208.00	198.50	181.00	185.50	209.50	178.50	170.50	195.00	201.00
CLASS C-----	-	182.50	-	172.50	168.50	161.50	156.50	-	187.50	144.50	128.50	-	160.50
ORAFTERS--TRACERS													
ELECTRONICS TECHNICIANS													
CLASS A-----	-	-	-	-	-	-	-	-	154.00	-	-	-	151.00
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	227.50
CLASS C-----	-	-	-	-	-	-	-	-	285.00	-	-	-	259.50
NURSES, INDUSTRIAL (REGISTERED)													
CLASS A-----	177.50	198.00	208.00	186.50	-	-	-	-	-	-	-	-	219.50
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	187.50
CLASS C-----	-	-	-	-	-	-	-	-	240.00	196.50	-	-	221.50

Table A-6. Weekly earnings of professional and technical workers,
January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE-- HOLLYWOOD AND WEST PALM BEACH-- BUCA RATON	GAINES- VILLE	GREENSBORO-- WINSTON-SALEM-- HIGH POINT	GREENVILLE-- SPARTANBURG	HOUSTON	HUNTS- VILLE	JACKSON	JACKSON- VILLE	LEXINGTON- FAYETTE	LOUIS- VILLE	MELBOURNE-- TITUSVILLE-- COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
COMPUTER OPERATORS				\$201.50	-	-	-	-	-	-	\$236.50	-
CLASS A-----	-	-	-	159.00	\$163.50	\$187.50	-	-	-	-	193.50	-
CLASS B-----	-	\$170.50	-	135.00	130.50	144.50	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS				290.50	-	-	-	-	-	-	-	-
CLASS A-----	-	-	-	224.00	207.00	256.00	-	-	-	-	259.00	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS				369.00	-	-	-	-	-	-	-	-
CLASS A-----	-	-	-	318.50	-	308.50	-	-	-	\$297.50	343.00	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS				246.50	208.00	274.50	-	-	\$229.00	-	267.00	-
CLASS A-----	-	240.00	-	210.50	179.50	207.50	\$178.50	-	229.50	194.50	224.50	-
CLASS B-----	-	195.00	-	153.00	139.50	156.00	-	\$129.50	136.00	155.50	165.50	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS--TRACERS				272.50	200.50	194.00	-	-	-	-	-	-
ELECTRONICS TECHNICIANS				-	222.50	242.50	-	-	-	-	-	-
CLASS A-----	-	-	-	-	193.00	-	-	-	-	-	-	-
CLASS B-----	-	212.50	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	-	-	-	207.00	164.00	211.50	-	-	-	-	213.00	-

Table A-6. Weekly earnings of professional and technical workers,
January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-OURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS-- CONTINUED														
COMPUTER OPERATORS														
CLASS A-----	-	-	-	-	-	-	\$214.00	-	-	\$225.00	\$222.00	\$225.50	\$208.50	\$225.00
CLASS B-----	\$185.00	-	-	\$186.50	\$173.00	-	178.00	-	\$192.50	196.50	193.00	198.50	188.50	208.00
CLASS C-----	-	-	-	159.50	-	-	163.00	-	-	-	-	172.50	154.00	159.50
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A-----	-	-	-	-	-	-	279.00	-	-	313.00	-	288.50	-	289.00
CLASS B-----	-	-	-	-	-	-	242.50	-	-	254.00	251.00	254.50	241.50	255.00
CLASS C-----	-	-	-	-	-	-	-	-	-	212.00	-	214.50	-	230.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A-----	-	-	-	-	-	-	-	-	-	369.00	323.00	358.50	-	369.50
CLASS B-----	-	-	-	-	274.50	\$282.50	327.50	-	-	321.00	-	316.50	294.50	324.00
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	281.00	-	-
DRAFTERS														
CLASS A-----	215.00	-	-	-	202.00	-	265.00	\$207.00	-	270.50	245.50	255.00	236.50	265.00
CLASS B-----	190.00	\$183.50	\$207.00	-	177.50	197.00	213.50	162.50	225.50	209.00	218.50	214.00	203.00	214.00
CLASS C-----	147.50	169.00	-	-	148.00	157.50	183.00	135.00	-	175.50	174.00	173.50	156.50	167.00
DRAFTERS-TRACERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS														
CLASS A-----	-	-	201.00	226.50	-	227.50	-	-	213.00	-	-	205.00	-	198.50
CLASS B-----	-	-	-	-	-	-	-	-	214.00	-	-	-	-	223.50
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	186.00
NURSES, INDUSTRIAL (REGISTERED)	-	-	-	179.50	-	200.00	212.00	-	-	230.00	216.00	212.00	206.00	236.50

Table A-6. Weekly earnings of professional and technical workers,
January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL—CONTINUED														
	COLUMBUS	DAVENPORT— ROCK ISLAND— MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS— ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
COMPUTER OPERATORS															
CLASS A-----	\$236.00	\$268.00	\$235.00	\$290.00	-	\$232.00	-	\$214.50	\$197.50	-	-	\$234.00	-	\$201.00	\$193.50
CLASS B-----	172.00	223.50	198.50	253.00	\$165.00	210.00	\$215.00	166.50	167.00	-	-	182.50	-	186.50	-
CLASS C-----	-	-	178.50	225.00	-	-	166.00	153.50	142.50	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS															
CLASS A-----	-	-	306.00	340.00	-	320.50	-	271.00	283.00	-	-	-	-	250.50	-
CLASS B-----	220.00	252.00	254.00	278.00	-	-	260.00	225.00	244.00	-	-	236.50	-	245.00	-
CLASS C-----	-	-	-	223.00	-	-	-	-	194.00	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS															
CLASS A-----	-	387.50	346.00	388.00	-	370.50	-	332.00	337.50	-	-	316.50	-	328.00	-
CLASS B-----	-	-	296.50	352.50	-	325.00	303.00	288.00	284.50	-	-	276.00	-	292.00	254.00
CLASS C-----	-	-	-	-	-	-	-	281.50	-	-	-	-	-	-	-
DRAFTERS															
CLASS A-----	245.00	260.00	309.50	385.00	228.00	341.50	253.00	231.50	250.50	-	-	274.50	\$225.50	293.00	219.50
CLASS B-----	194.00	209.00	238.50	290.50	186.50	224.50	219.00	196.50	199.00	\$197.50	\$265.00	219.00	196.00	212.50	195.00
CLASS C-----	168.50	172.00	184.00	224.50	-	178.50	174.00	160.00	161.00	-	224.00	178.50	163.50	175.50	156.50
DRAFTERS-TRACERS-----	-	-	-	217.00	-	-	-	133.50	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS-----	282.00	-	237.50	284.50	-	248.00	266.50	192.50	217.50	-	-	237.00	-	-	-
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	307.50	-	-	-	-	-	-	-	248.00	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	200.50	215.00	256.50	266.00	-	250.50	239.50	216.00	209.00	-	-	226.00	185.00	224.00	187.50

Table A-6. Weekly earnings of professional and technical workers,
January through December 1975—manufacturing—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
COMPUTER OPERATORS												
CLASS A-----	\$236.00	-	-	-	\$231.50	-	-	-	\$229.00	\$262.50	\$237.00	-
CLASS B-----	215.00	-	\$190.50	-	203.00	\$175.50	-	\$153.00	194.50	212.50	218.50	-
CLASS C-----	-	-	-	-	157.50	-	-	-	-	-	208.50	-
COMPUTER PROGRAMMERS, BUSINESS												
CLASS A-----	-	-	297.50	-	312.00	243.00	-	-	304.50	311.50	304.50	-
CLASS B-----	-	-	-	-	270.00	-	-	-	253.50	273.00	255.50	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS												
CLASS A-----	378.00	-	349.50	-	370.00	-	-	-	354.50	366.50	391.50	-
CLASS B-----	315.00	-	287.00	-	327.50	-	-	-	-	316.50	327.00	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS												
CLASS A-----	240.00	-	270.00	-	243.00	222.00	-	230.50	279.00	256.50	258.00	-
CLASS B-----	194.50	-	222.00	-	209.50	202.50	-	196.50	220.50	197.50	202.50	-
CLASS C-----	161.50	-	-	\$150.50	165.50	158.50	-	153.00	-	173.00	171.50	\$201.50
DRAFTERS-TRACERS												
ELECTRONICS TECHNICIANS-----	217.50	\$287.00	271.00	-	248.00	-	-	222.50	208.50	243.00	240.50	193.00
CLASS A-----	258.50	-	295.50	-	271.50	-	-	252.50	238.00	278.00	267.50	-
CLASS B-----	208.00	288.50	250.00	-	227.00	-	-	201.00	233.00	233.00	217.50	-
CLASS C-----	164.00	-	-	-	183.00	-	-	213.50	171.50	-	193.50	-
NURSES, INDUSTRIAL (REGISTERED)-----	-	-	212.00	-	240.50	-	-	-	-	233.00	234.00	-

Table A-7. Weekly earnings of professional and technical workers, January through December 1975—nonmanufacturing

OCCUPATION AND GRADE	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
COMPUTER OPERATORS														
CLASS A-----	-	-	\$204.50	-	\$184.00	\$214.50	\$213.50	\$232.00	-	\$194.00	\$215.50	\$209.00	-	-
CLASS B-----	\$189.50	-	175.50	\$174.00	163.00	184.50	196.50	193.50	\$147.50	176.50	186.00	151.50	\$163.00	-
CLASS C-----	-	-	150.50	-	149.50	145.50	166.50	166.50	-	142.00	167.00	-	144.00	-
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A-----	-	-	280.50	281.00	279.00	307.50	298.00	313.00	-	257.50	305.00	250.50	-	-
CLASS B-----	235.50	-	234.00	225.50	-	248.50	241.50	274.00	194.50	233.50	257.00	201.00	-	-
CLASS C-----	-	-	185.50	-	196.50	210.00	209.50	220.50	-	194.00	231.50	171.00	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A-----	-	-	351.00	335.50	308.00	373.50	373.00	378.50	-	332.00	365.50	-	-	-
CLASS B-----	-	-	298.50	287.00	267.50	339.50	309.50	352.50	-	289.50	306.00	265.50	-	-
CLASS C-----	-	-	219.00	-	247.00	-	286.00	298.00	-	-	237.00	-	-	-
GRAFTERS														
CLASS A-----	216.00	-	263.00	265.00	-	254.00	275.50	279.50	-	-	268.50	271.50	-	-
CLASS B-----	207.00	-	224.00	234.50	-	261.00	220.00	237.00	-	-	232.50	227.50	-	-
CLASS C-----	-	-	178.00	202.50	-	-	170.00	201.00	-	-	199.50	176.50	-	-
GRAFTERS-TRACERS														
ELECTRONICS TECHNICIANS														
CLASS A-----	-	-	269.00	-	-	249.00	233.50	277.00	-	-	-	291.00	-	-
CLASS B-----	-	-	279.50	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	253.50	-	-	-	-	-	-	-	-	252.50	-	-
NURSES, INDUSTRIAL (REGISTERED)	-	-	217.00	-	-	-	-	223.50	-	-	224.50	-	-	-

Table A-7. Weekly earnings of professional and technical workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
COMPUTER OPERATORS													
CLASS A-----	-	\$215.00	\$190.50	-	\$208.00	-	\$228.50	-	\$224.50	\$179.00	\$172.00	-	\$197.00
CLASS B-----	\$154.00	182.50	-	-	157.50	\$139.50	196.00	\$158.50	173.00	155.50	142.50	\$143.00	172.50
CLASS C-----	-	-	-	-	-	-	164.00	143.00	162.00	119.00	122.00	-	143.00
COMPUTER PROGRAMMERS, BUSINESS													
CLASS A-----	-	-	-	-	305.00	-	270.50	-	292.00	255.00	-	-	292.50
CLASS B-----	-	198.50	-	-	256.00	212.50	238.00	229.00	248.00	218.50	205.00	226.50	225.00
CLASS C-----	-	-	-	-	-	-	208.00	-	185.00	165.00	178.00	-	180.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A-----	-	-	-	-	309.50	-	368.50	-	351.00	-	-	-	333.50
CLASS B-----	-	290.00	-	-	254.50	-	303.00	-	297.50	290.50	-	-	283.00
CLASS C-----	-	-	-	-	-	-	274.50	-	229.00	-	-	-	220.50
DRAFTERS													
CLASS A-----	-	-	-	-	-	-	253.00	-	248.50	227.50	-	-	268.00
CLASS B-----	-	221.00	-	-	-	-	208.00	-	199.00	177.50	-	-	215.50
CLASS C-----	-	-	-	-	-	-	165.50	-	188.50	-	-	-	157.00
DRAFTERS--TRACERS	-	-	-	-	-	-	154.00	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	-	-	-	-	-	-	-	-	247.50	-	-	-	259.00
CLASS A-----	-	-	-	-	-	-	-	-	275.00	-	-	-	319.50
CLASS B-----	-	-	-	-	-	-	-	-	244.00	-	-	-	251.50
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	-	-	-	-	-	-	217.50	-	-	-	-	-	-

Table A-7. Weekly earnings of professional and technical workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE- HOLLYWOOD AND WEST PALM BEACH- BOCA RATON	GAINES- VILLE	GREENSBORO- WINSTON-SALEM- HIGH POINT	GREENVILLE- SPARTANBURG	HOUSTON	HUNTS- VILLE	JACKSON	JACKSON- VILLE	LEXINGTON- FAYETTE	LOUIS- VILLE	MELBOURNE- TITUSVILLE- COVINGTON
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
COMPUTER OPERATORS	-	\$159.50	-	-	-	\$224.00	-	-	\$205.00	-	\$218.00	\$227.50
CLASS A-----	-	-	-	\$171.00	-	178.00	-	\$165.50	176.50	\$160.50	166.50	-
CLASS B-----	-	-	-	168.00	-	145.00	-	126.50	150.50	-	143.00	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS	-	-	-	-	-	281.50	-	-	262.50	-	250.00	298.50
CLASS A-----	-	216.50	-	212.50	-	241.00	-	185.50	217.00	229.00	208.50	-
CLASS B-----	-	-	-	-	-	195.00	-	-	188.00	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS	-	-	-	321.50	-	363.50	-	-	-	-	-	-
CLASS A-----	-	-	-	259.00	-	305.00	-	239.00	293.50	-	-	-
CLASS B-----	-	-	-	-	-	260.50	-	-	261.00	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS	-	-	-	-	-	273.00	-	-	-	-	-	273.50
CLASS A-----	-	205.50	-	-	-	208.00	\$177.00	-	-	-	-	-
CLASS B-----	-	-	-	-	-	160.50	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS-TRACERS	-	-	-	-	-	218.50	-	-	-	-	-	270.00
ELECTRONICS TECHNICIANS	-	-	-	-	-	-	-	-	-	-	-	-
CLASS A-----	-	-	-	-	-	203.50	-	-	-	-	-	261.00
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	-	-	-	-	-	-	-	-	-	-	-	-

Table A-7. Weekly earnings of professional and technical workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-OURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS-- CONTINUED														
COMPUTER OPERATORS														
CLASS A	\$207.00	\$202.50	\$186.50	-	\$204.50	-	\$169.50	\$176.50	\$212.50	-	-	\$219.00	\$219.00	\$245.00
CLASS B	156.50	179.50	152.50	\$149.00	163.50	\$159.00	157.00	133.50	180.50	\$197.00	-	191.50	168.50	186.50
CLASS C	167.50	153.50	125.00	120.50	125.50	140.00	133.00	120.50	155.00	-	-	154.00	159.50	167.50
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A	233.50	313.00	232.00	-	268.50	-	255.50	-	283.00	-	-	312.00	257.00	309.00
CLASS B	209.00	254.50	198.50	-	210.00	233.00	224.00	234.50	239.50	236.50	\$194.00	249.50	238.00	259.50
CLASS C	-	203.00	-	-	-	204.00	172.50	140.00	203.50	-	-	216.50	-	192.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A	-	-	-	-	-	-	316.50	-	347.00	-	-	347.00	329.50	357.50
CLASS B	-	-	-	-	-	-	270.50	-	289.00	-	-	294.50	-	308.50
CLASS C	-	-	-	-	-	-	-	-	236.00	-	-	225.50	-	-
DRAFTERS														
CLASS A	-	-	-	-	-	-	-	-	251.00	-	-	261.50	-	-
CLASS B	-	231.00	212.00	-	208.50	-	-	-	210.50	-	-	219.00	-	-
CLASS C	-	-	153.50	-	-	-	-	-	172.50	-	-	186.50	-	223.00
DRAFTERS-TRACERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	-	297.00	-	181.00	-	-	-	-	262.50	-	-	-	-	-
CLASS A	-	-	-	205.50	-	-	-	-	299.00	-	-	-	-	-
CLASS B	-	-	-	177.50	-	-	-	-	228.50	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	210.50	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	-	-	-	-	-	-	-	-	-	-	-	222.00	-	-

Table A-7. Weekly earnings of professional and technical workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOLINE	OAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BENO	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
COMPUTER OPERATORS															
CLASS A-----	\$238.00	-	\$217.00	\$242.00	-	\$209.00	\$226.50	\$186.00	\$190.00	\$215.50	-	\$206.00	-	-	\$188.50
CLASS B-----	178.50	\$185.50	170.00	204.00	-	172.00	178.00	175.50	176.50	188.00	-	180.00	\$162.50	-	164.00
CLASS C-----	148.00	-	138.50	172.50	-	151.00	154.00	151.00	139.00	168.50	-	137.50	-	\$173.50	-
COMPUTER PROGRAMMERS, BUSINESS															
CLASS A-----	259.00	-	-	311.50	-	251.00	281.50	283.00	269.50	260.50	-	260.00	-	-	-
CLASS B-----	237.00	209.50	210.00	266.50	-	204.00	230.50	233.00	229.00	251.50	-	228.00	-	-	-
CLASS C-----	201.50	-	-	222.00	-	-	195.00	179.50	188.00	-	-	192.00	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS															
CLASS A-----	303.50	-	-	379.00	-	325.50	372.00	341.00	321.00	-	-	373.50	-	-	-
CLASS B-----	267.50	-	-	313.00	-	290.00	297.00	305.00	281.50	269.00	-	314.00	-	-	-
CLASS C-----	-	-	-	258.00	-	241.50	-	-	237.00	-	-	-	-	-	-
DRAFTERS															
CLASS A-----	266.50	-	-	287.00	-	-	276.50	-	251.50	239.50	-	260.00	-	-	-
CLASS B-----	203.50	-	-	244.00	-	-	209.00	250.50	222.00	191.50	-	197.00	-	-	-
CLASS C-----	189.50	-	-	191.50	-	174.00	-	-	188.00	-	-	-	-	-	-
DRAFTERS--TRACERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	-	-	264.50	-	-	-	300.50	-	258.50	-	-	-	-	-	-
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Table A-7. Weekly earnings of professional and technical workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION AND GRADE	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
COMPUTER OPERATORS												
CLASS A	\$211.00	-	\$258.00	-	\$226.50	-	-	\$205.00	\$230.50	\$225.50	-	\$213.00
CLASS B	219.50	-	187.00	-	201.50	\$182.50	-	163.00	165.00	211.50	-	173.00
CLASS C	-	-	141.00	-	176.50	-	-	142.00	-	168.00	\$195.50	180.50
COMPUTER PROGRAMMERS, BUSINESS												
CLASS A	-	-	300.00	-	317.50	262.50	-	282.00	-	299.50	-	318.00
CLASS B	288.50	-	272.00	-	256.50	230.50	-	236.50	210.50	261.00	-	254.00
CLASS C	-	-	-	-	216.50	-	-	187.50	-	212.00	-	205.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS												
CLASS A	358.00	-	393.50	-	349.00	-	-	-	349.00	327.50	358.50	299.00
CLASS B	-	-	306.00	-	299.00	-	-	-	287.00	277.50	289.00	273.00
CLASS C	-	-	-	-	246.00	-	-	-	-	229.00	-	-
DRAFTERS												
CLASS A	-	-	248.50	-	-	-	-	-	-	277.00	259.50	246.50
CLASS B	247.00	-	225.50	-	262.00	205.00	-	-	224.00	239.50	-	208.00
CLASS C	-	-	-	-	-	-	-	-	-	195.50	-	-
DRAFTERS-TRACERS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	-	-	286.00	-	270.00	-	\$266.00	240.00	-	271.50	-	275.00
CLASS A	-	-	303.00	-	285.50	-	-	-	-	271.50	-	-
CLASS B	-	-	-	-	264.00	-	-	-	-	279.00	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	-	-	-	-	244.00	-	-	-	-	-	-	-

Table A-8. Hourly earnings' of plant workers, January through December 1975—all industries

OCCUPATION	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$5.12	-	\$5.16	\$6.05	\$4.60	-	\$5.16	\$5.38	\$3.42	\$5.32	\$5.47	\$5.45	-	-
CARPENTERS-----	6.14	\$4.54	5.85	6.60	5.67	\$5.74	6.06	6.09	5.01	5.86	6.74	6.19	-	-
ELECTRICIANS-----	5.83	4.86	6.09	6.77	5.73	5.90	6.08	6.13	5.20	5.94	6.35	6.10	\$4.99	\$5.61
ENGINEERS, STATIONARY-----	5.11	-	6.30	6.39	5.60	6.86	6.66	6.59	5.00	5.78	5.88	6.11	-	-
HELPERS, TRADES-----	-	-	4.26	5.88	4.50	-	4.53	5.28	3.24	-	5.34	5.44	3.94	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	5.92	5.38	7.35	5.16	5.66	6.27	-	-	-	5.78	5.87	-	-
MACHINISTS-----	5.95	5.70	5.81	6.38	5.00	5.91	5.95	6.73	5.04	6.09	6.47	6.53	4.57	5.84
MECHANICS, AUTOMOTIVE-----	6.31	5.59	6.53	6.36	6.06	5.97	6.12	6.71	6.02	6.41	6.50	6.40	5.34	-
MECHANICS-----	5.76	4.33	5.68	7.07	5.18	5.75	5.77	5.91	4.53	5.50	5.82	6.06	4.63	-
MILLWRIGHTS-----	5.84	-	5.48	6.94	-	-	6.18	6.25	-	-	6.50	-	-	-
PAINTERS-----	5.41	-	5.54	6.44	5.16	5.40	5.98	5.46	4.38	5.84	5.83	5.84	-	-
PIPEFITTERS-----	5.84	4.89	5.80	6.79	-	-	6.25	5.91	-	6.00	6.47	5.97	-	-
SHEET-METAL WORKERS-----	5.86	-	5.84	7.02	-	-	6.12	6.21	-	-	6.31	5.75	-	-
TOOL AND DIE MAKERS-----	-	6.60	6.08	7.27	5.62	5.89	6.11	6.04	5.61	6.24	6.46	6.06	-	6.13
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	2.83	4.37	2.81	3.08	2.90	2.73	2.96	3.49	2.69	3.33	2.85	3.38	3.15	3.14
JANITORS, PORTERS, AND CLEANERS-----	3.75	3.15	3.15	3.42	2.92	3.49	3.24	4.22	3.07	3.46	3.65	3.43	3.66	3.20
LABORERS, MATERIAL HANDLING-----	4.48	2.85	4.38	5.44	3.94	4.20	4.59	5.12	4.18	3.68	4.91	4.76	3.75	4.11
ORDER FILLERS-----	3.69	4.02	4.73	4.22	3.98	4.09	4.71	4.79	3.73	4.68	5.44	4.34	4.36	-
PACKERS, SHIPPING-----	3.60	3.77	4.04	5.05	3.80	3.28	4.02	3.87	3.47	3.13	4.19	4.42	3.07	-
RECEIVING CLERKS-----	4.53	3.67	4.26	4.83	4.23	4.10	4.31	4.69	3.82	4.46	5.15	4.33	4.15	-
SHIPPING CLERKS-----	4.85	3.82	4.30	4.71	4.81	4.85	4.84	5.18	4.25	4.67	4.99	4.58	4.14	-
SHIPPING AND RECEIVING CLERKS-----	4.45	-	4.82	5.47	4.14	4.38	4.73	4.98	3.58	4.58	4.83	4.93	3.67	3.50
TRUCKDRIVERS-----	6.09	4.49	6.10	6.03	5.06	5.99	6.30	5.95	5.57	5.10	6.82	5.84	4.88	5.10
LIGHT (UNDER 1-1/2 TONS)--- MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	3.37	4.68	5.18	3.40	4.24	-	4.79	5.66	4.78	4.27	5.25	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	5.59	3.33	5.72	5.43	4.64	5.83	6.08	5.76	4.78	4.72	6.76	5.47	-	3.98
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	6.57	-	6.70	6.68	5.88	6.56	6.47	6.31	5.93	6.30	7.04	6.15	5.31	-
TRUCKERS, POWER (FORKLIFT)--- TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	3.84	6.10	6.02	5.01	5.68	5.85	6.10	4.96	4.78	7.16	6.16	5.65	-
WAREHOUSEMEN-----	4.97	4.14	5.10	5.52	4.41	4.98	4.90	5.11	4.23	4.94	5.43	5.14	3.76	4.74
	4.63	-	-	5.50	-	-	3.99	-	-	-	5.70	5.70	-	-
	4.90	3.03	4.58	5.11	4.18	4.86	5.17	4.54	3.85	4.04	4.85	4.64	3.41	3.57

See footnote at end of B-series tables.

Table A-8. Hourly earnings of plant workers, January through December 1975—all industries—Continued

OCCUPATION	NORTHEAST—CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	\$3.75	-	\$4.78	-	\$4.73	\$4.21	\$3.69	-	\$6.03	-	\$4.09	-	\$3.62
CARPENTERS-----	4.53	\$5.46	5.72	\$5.16	5.06	4.80	6.30	-	5.68	-	4.98	-	5.61
ELECTRICIANS-----	5.26	6.16	6.31	5.29	5.54	5.36	6.49	\$5.67	6.44	\$5.95	5.47	\$6.59	6.06
ENGINEERS, STATIONARY-----	5.26	5.69	5.56	5.38	5.28	5.96	6.12	-	5.72	6.28	5.72	6.65	5.77
HELPERS, TRADES-----	3.84	4.76	-	-	3.54	4.27	4.33	-	-	6.12	5.09	6.36	4.69
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	5.33	-	5.40	-	5.82	-	-	6.29	5.60	5.03	-	5.64
MACHINISTS-----	5.45	5.60	5.62	5.33	5.76	4.95	6.07	-	6.88	6.22	5.31	6.93	5.95
MECHANICS, AUTOMOTIVE-----	5.31	5.64	6.54	6.31	5.39	5.65	6.15	4.62	6.18	5.20	5.08	5.01	5.96
MECHANICS-----	4.65	5.94	5.96	5.66	5.19	4.99	5.78	-	6.60	5.87	5.39	6.67	5.58
MILLWRIGHTS-----	4.42	6.34	7.08	4.91	5.33	-	7.05	-	6.75	-	5.70	-	5.53
PAINTERS-----	-	-	5.61	4.90	-	-	6.64	-	5.30	5.74	5.19	6.65	5.53
PIPEFITTERS-----	4.58	6.06	6.43	5.47	5.39	5.63	6.89	-	6.83	-	-	6.82	-
SHEET-METAL WORKERS-----	-	6.44	-	5.26	-	-	-	-	6.67	-	-	-	-
TOOL AND DIE MAKERS-----	5.69	6.13	7.13	5.69	4.77	5.86	6.45	-	6.87	5.68	5.03	-	6.65
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	2.40	2.74	3.20	3.57	3.14	3.32	2.61	2.48	2.79	2.54	2.57	-	2.62
JANITORS, PORTERS, AND CLEANERS-----	3.16	3.41	3.08	3.22	3.45	3.62	2.70	2.40	2.78	2.47	2.93	2.38	2.74
LABORERS, MATERIAL HANDLING-----	3.28	4.01	4.25	3.97	3.80	4.36	4.15	2.69	4.35	3.38	3.81	2.90	3.71
ORDER FILLERS-----	3.72	4.98	3.96	4.11	4.61	4.41	4.07	3.30	4.74	2.84	3.41	-	4.10
PACKERS, SHIPPING-----	2.99	4.42	3.17	4.04	4.12	3.06	3.66	2.68	3.90	4.48	3.04	-	3.30
RECEIVING CLERKS-----	3.95	5.08	4.23	4.09	4.09	4.06	4.54	3.43	4.57	3.71	3.73	4.24	4.47
SHIPPING CLERKS-----	3.76	4.56	-	4.23	4.01	4.32	5.06	-	5.17	5.28	3.92	-	4.09
SHIPPING AND RECEIVING CLERKS-----	3.64	4.32	-	4.38	3.60	3.66	4.54	3.32	4.47	5.25	3.59	-	4.14
TRUCKDRIVERS-----	5.69	5.63	5.93	5.43	5.16	5.50	5.07	3.94	5.80	4.04	4.25	4.17	5.09
LIGHT (UNDER 1-1/2 TONS)---	3.28	5.41	-	-	3.43	3.11	3.33	2.62	4.55	3.23	3.16	2.69	3.31
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.90	3.94	-	3.51	3.82	-	4.77	4.59	5.30	3.82	4.07	4.26	5.69
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.46	6.25	-	6.66	6.02	5.75	6.12	4.10	6.49	4.30	3.89	4.54	5.59
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.31	4.56	-	5.11	4.36	4.28	4.66	-	5.02	3.27	-	-	3.91
TRUCKERS, POWER (FORKLIFT)---	3.87	5.21	4.75	4.58	4.79	4.38	4.42	3.24	5.39	3.73	3.65	3.60	4.33
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	3.57	4.95	4.30	-	-	-	4.56	3.02	6.13	3.73	3.47	-	5.83
									4.41		4.47	4.23	4.36

See footnote at end of B-series tables.

Table A-8. Hourly earnings³ of plant workers, January through December 1975—all industries—Continued

OCCUPATION	SOUTH--CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE- HOLLYWOOD AND WEST PALM BEACH- BOCA RATON	GAINES- VILLE	GREENSBORO- WINSTON-SALEM- HIGH POINT	GREENVILLE- SPARTANBURG	HOUSTON	HUNTS- VILLE	JACKSON	JACKSON- VILLE	LEXINGTON- FAYETTE	LOUIS- VILLE	MELBOURNE- TITUSVILLE- COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	\$3.66	\$3.14	-	-	-	\$5.49	-	\$5.23	-
CARPENTERS-----	-	\$5.62	-	4.69	3.85	\$6.19	-	-	5.98	-	6.17	-
ELECTRICIANS-----	-	6.03	-	5.65	4.43	6.29	\$5.15	\$4.83	6.39	\$6.00	7.08	\$6.66
ENGINEERS, STATIONARY-----	-	-	-	5.91	4.11	5.24	-	4.25	6.14	-	6.59	-
HELPERS, TRADES-----	-	3.95	-	4.63	-	4.40	-	-	4.73	-	5.04	4.90
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	4.88	-	6.68	-	5.72	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	4.37	6.44	-	4.65	5.92	6.37	6.86	-
MECHANICS, AUTOMOTIVE-----	\$4.82	5.32	\$5.15	5.26	4.73	5.66	4.33	5.99	5.66	5.19	6.13	6.24
MECHANICS-----	-	5.87	-	5.83	4.34	6.13	5.09	4.36	5.35	5.47	5.95	6.07
MILLWRIGHTS-----	-	-	-	-	-	6.55	-	-	-	-	7.73	-
PAINTERS-----	-	-	-	5.17	-	5.28	-	-	6.21	-	5.74	-
PIPEFITTERS-----	-	5.62	-	-	-	6.56	-	-	6.89	-	7.26	-
SHEET-METAL WORKERS-----	-	-	-	-	-	6.53	-	-	-	-	7.41	-
TOOL AND DIE MAKERS-----	-	5.36	-	6.22	4.83	6.03	5.28	-	-	7.26	6.82	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	-	2.55	2.96	2.73	2.60	2.64	-	-	2.44	2.96	3.09	-
JANITORS, PORTERS, AND CLEANERS-----	2.83	2.65	2.69	2.88	2.59	2.46	2.40	2.29	2.37	2.65	3.17	-
LABORERS, MATERIAL HANDLING-----	-	3.18	3.22	4.28	3.09	3.50	3.05	3.13	3.32	3.52	4.78	-
ORDER FILLERS-----	-	3.86	-	3.15	2.91	3.78	-	-	3.46	3.81	4.75	-
PACKERS, SHIPPING-----	-	3.21	-	3.46	3.08	3.46	2.72	3.12	3.20	4.09	-	-
RECEIVING CLERKS-----	3.65	3.72	-	3.32	3.37	4.05	-	3.20	4.15	4.22	5.48	-
SHIPPING CLERKS-----	-	-	-	4.65	3.51	4.13	-	-	-	3.84	5.23	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	3.71	3.57	4.36	-	-	4.75	-	4.32	-
TRUCKDRIVERS-----	3.25	4.32	3.84	4.23	4.14	4.42	3.28	4.06	4.31	5.47	5.65	4.55
LIGHT (UNDER 1-1/2 TONS)---	-	3.08	-	-	2.93	3.32	-	3.83	3.19	2.75	2.70	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	3.48	4.23	4.19	3.21	4.78	3.43	3.93	3.99	4.84	5.32	5.37
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	5.25	3.40	4.41	4.82	4.81	3.36	4.84	5.25	6.26	6.55	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	5.61	-	-	3.85	3.72	-	2.97	3.74	-	5.67	-
TRUCKERS, POWER (FORKLIFT)---	-	3.90	2.96	4.66	3.26	4.21	3.44	3.12	4.14	4.39	5.02	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	3.25	-	4.19	3.58	3.95	3.82	3.06	4.60	4.09	4.51	4.94

See footnote at end of B-series tables.

Table A-8. Hourly earnings¹ of plant workers, January through December 1975—all industries—Continued

OCCUPATION	SOUTH--CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-OURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS-- CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$4.63	-	\$4.63	\$4.15	-	-	\$4.72	-	\$3.71	\$5.82	\$5.25	\$6.19	\$5.94	\$5.57
CARPENTERS-----	6.02	\$6.27	5.31	5.46	-	-	6.28	-	6.60	5.97	6.09	7.10	6.26	6.60
ELECTRICIANS-----	6.60	6.67	5.55	5.74	\$4.73	\$5.42	6.52	\$4.69	6.75	6.15	6.16	6.96	6.11	6.84
ENGINEERS, STATIONARY-----	5.97	-	5.17	5.58	5.25	5.77	6.52	4.72	6.48	6.09	6.44	7.22	6.33	6.48
HELPERS, TRADES-----	-	4.09	4.24	3.75	5.79	-	5.62	4.40	3.97	5.16	-	5.26	5.17	5.36
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	3.86	-	4.90	3.09	-	-	-	-	-	-
MACHINISTS-----	6.14	7.19	5.52	5.47	-	4.72	-	-	-	6.45	-	6.53	5.81	6.82
MECHANICS, AUTOMOTIVE-----	6.41	5.83	5.27	5.03	5.24	6.15	6.62	-	7.40	5.96	6.40	6.63	5.72	6.28
MECHANICS-----	5.74	5.18	5.24	5.13	6.21	5.27	5.89	4.63	6.17	6.88	5.59	7.10	6.28	6.70
MILLWRIGHTS-----	6.79	-	5.95	-	5.53	4.81	6.21	4.31	5.58	6.04	6.03	6.30	5.74	6.63
PAINTERS-----	5.84	4.51	5.08	5.42	-	-	-	-	-	7.13	-	6.54	6.53	7.35
PIPEFITTERS-----	6.30	-	5.99	5.98	-	-	5.06	3.36	5.61	6.02	6.30	7.17	5.71	6.67
SHEET-METAL WORKERS-----	-	-	-	5.94	-	-	6.49	-	-	6.08	6.38	6.85	6.27	6.90
TOOL AND DIE MAKERS-----	6.13	5.72	-	-	6.66	6.08	6.64	-	-	6.23	-	6.62	6.11	6.85
										-	6.19	7.21	6.35	6.74
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	-	2.70	2.27	3.87	2.56	3.69	3.15	2.31	2.62	3.74	4.04	3.26	2.97	3.07
JANITORS, PORTERS, AND CLEANERS-----	2.72	2.56	2.37	2.59	2.54	2.67	2.93	2.33	2.54	4.04	4.00	3.90	3.18	3.72
LABORERS, MATERIAL HANDLING-----	3.64	3.42	2.95	3.12	3.66	3.26	3.51	2.76	4.25	5.92	4.85	5.10	4.44	4.96
ORDER FILLERS-----	3.95	3.47	3.10	3.59	5.23	3.92	3.64	2.74	5.13	4.72	-	4.87	4.70	4.45
PACKERS, SHIPPING-----	3.90	3.15	3.03	2.97	3.93	3.33	3.94	2.65	3.69	4.13	4.41	4.27	3.78	4.35
RECEIVING CLERKS-----	4.56	4.17	3.48	3.88	4.56	3.50	4.03	3.23	4.47	5.02	4.24	5.00	4.52	4.86
SHIPPING CLERKS-----	4.87	-	4.28	3.69	4.05	-	3.59	3.39	4.21	-	4.95	5.23	4.65	4.97
SHIPPING AND RECEIVING CLERKS-----	4.66	4.71	3.66	3.33	3.71	3.67	4.65	3.09	4.19	4.68	4.18	5.07	4.15	4.80
TRUCKDRIVERS-----	5.33	4.50	4.18	3.95	5.17	4.23	4.46	3.77	5.37	6.45	5.53	6.76	6.27	6.25
LIGHT (UNDER 1-1/2 TONS)--- MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	3.28	3.35	2.65	2.43	3.35	2.47	3.42	2.44	3.78	4.79	4.27	5.17	4.59	5.16
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	4.79	3.88	4.29	3.39	4.89	3.44	3.51	4.00	4.54	5.99	5.76	6.78	5.22	6.06
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	6.15	5.50	5.09	5.14	6.42	5.50	4.93	4.04	6.17	6.76	5.77	6.86	6.35	6.98
TRUCKERS, POWER (FORKLIFT)--- TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	4.88	5.16	3.60	4.11	-	-	4.35	-	5.51	-	4.69	6.81	5.66	5.63
WAREHOUSEMEN-----	4.82	4.03	4.04	3.58	4.61	3.80	4.00	3.09	5.08	5.72	4.77	5.17	4.84	5.53
	-	-	4.12	4.29	-	-	-	-	-	4.81	5.31	5.29	4.79	6.23
	4.12	4.22	3.89	3.57	3.39	3.38	4.37	-	4.82	5.29	4.60	4.88	4.81	4.61

See footnote at end of B-series tables.

Table A-8. Hourly earnings of plant workers, January through December 1975—all industries—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOLINE	OAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BENO	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
MAINTENANCE AND POWERPLANT															
BOILER TENDERS-----	\$4.74	\$6.27	\$5.37	\$6.92	\$5.52	\$4.81	\$5.14	\$5.28	\$5.90	-	-	\$5.88	\$5.96	\$5.43	-
CARPENTERS-----	5.77	6.62	6.75	6.81	-	6.84	7.14	6.11	6.27	\$6.46	-	6.03	5.92	6.05	\$5.05
ELECTRICIANS-----	6.34	6.91	6.89	7.32	5.98	6.89	7.26	6.93	7.12	6.57	-	6.57	6.02	6.48	5.44
ENGINEERS, STATIONARY-----	6.05	7.00	6.72	6.95	5.94	5.96	6.59	5.94	6.52	5.33	-	6.17	-	6.21	5.14
HELPERS, TRADES-----	-	5.44	5.10	5.64	-	4.88	5.67	5.26	4.92	4.97	-	5.13	-	5.25	4.31
MACHINE-TOOL OPERATORS, TOOLROOM-----	6.84	6.72	7.51	7.27	-	7.09	6.56	6.33	5.47	-	-	6.38	-	7.11	-
MACHINISTS-----	6.20	6.63	6.16	7.14	5.59	6.21	6.94	7.04	6.36	6.16	-	6.54	4.75	6.29	5.70
MECHANICS, AUTOMOTIVE-----	6.44	6.31	6.28	6.86	6.73	6.62	6.97	6.39	6.63	6.36	-	6.29	6.25	6.36	5.43
MECHANICS-----	5.94	6.53	6.70	7.05	5.94	6.65	6.28	6.06	5.71	5.53	-	5.68	5.79	6.30	5.12
MILLWRIGHTS-----	6.84	7.09	6.98	7.14	-	7.21	6.98	6.86	6.25	-	-	6.38	6.16	6.51	-
PAINTERS-----	5.92	6.18	6.78	6.85	-	6.54	7.32	6.34	6.56	5.64	-	6.19	-	6.15	5.34
PIPEFITTERS-----	6.83	6.78	7.11	7.15	6.02	7.00	6.94	6.59	7.01	6.85	-	6.51	6.31	6.55	5.98
SHEET-METAL WORKERS-----	6.90	-	7.34	7.14	-	7.33	6.91	6.34	-	-	-	6.35	-	6.92	-
TOOL AND DIE MAKERS-----	7.10	7.48	7.31	7.31	-	7.05	6.84	6.89	6.31	-	-	7.07	5.88	7.15	5.35
CUSTODIAL AND MATERIAL MOVEMENT															
GUARDS AND WATCHMEN-----	2.83	-	3.59	4.43	-	3.25	3.44	3.07	3.01	-	-	3.04	4.71	3.03	-
JANITORS, PORTERS, AND CLEANERS-----	2.92	4.10	3.97	4.45	3.40	3.45	3.79	3.39	3.50	2.76	\$5.29	3.38	3.05	3.97	3.12
LABORERS, MATERIAL HANDLING-----	4.45	5.10	5.04	5.33	4.59	4.97	5.11	4.91	5.36	4.52	5.66	4.95	4.19	5.29	3.78
ORDER FILLERS-----	3.85	4.95	4.61	5.54	4.52	4.12	4.90	4.37	5.50	4.73	-	5.19	4.51	4.14	3.79
PACKERS, SHIPPING-----	4.83	5.45	5.73	4.48	3.94	4.14	4.23	4.74	4.46	4.22	5.51	4.22	4.17	4.85	3.60
RECEIVING CLERKS-----	4.23	4.65	4.34	5.16	-	4.41	5.26	4.58	5.24	4.69	4.88	4.96	4.10	5.01	3.86
SHIPPING CLERKS-----	4.75	4.79	4.58	5.92	-	4.92	4.77	5.17	5.38	4.13	5.52	4.91	4.50	5.16	3.51
SHIPPING AND RECEIVING CLERKS-----	4.25	4.36	5.02	5.60	5.07	4.48	5.27	5.03	5.21	5.01	-	4.94	3.69	5.07	3.90
TRUCKDRIVERS-----	5.59	5.69	5.75	6.23	6.28	6.17	6.62	5.83	6.23	5.73	5.78	6.24	5.34	5.99	4.63
LIGHT (UNDER 1-1/2 TONS)---	4.02	4.28	3.78	5.08	-	5.12	5.71	4.11	5.73	3.46	-	4.98	4.22	4.53	2.70
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.28	4.79	4.93	6.08	6.22	5.94	5.81	5.23	6.18	5.89	5.57	6.23	4.89	5.76	4.37
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.69	5.64	6.53	6.54	6.68	6.70	7.03	6.46	6.08	6.33	6.01	6.50	4.92	6.29	5.41
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.53	-	5.05	5.98	-	5.96	8.17	5.90	6.21	5.51	-	6.02	4.45	6.08	-
TRUCKERS, POWER (FORKLIFT)---	4.85	5.56	5.24	5.71	4.93	5.17	5.65	5.28	5.40	5.35	-	5.04	4.63	5.13	4.55
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	5.57	6.15	-	5.99	4.64	5.22	5.85	4.76	5.36	-	-	5.39	-	4.84	-
WAREHOUSEMEN-----	4.69	5.04	5.41	5.47	6.06	5.07	5.38	-	4.78	5.90	4.47	5.69	5.24	5.11	3.69

See footnote at end of B-series tables.

Table A-8. Hourly earnings¹ of plant workers, January through December 1975—all industries—Continued

OCCUPATION	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- 8DULDER	FRESNO	LDS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-DGDN	SAN DIEGO	SAN FRAN- CISCO- DAKLAND	SAN JOSE	SEATTLE- EVERETT
	DECEMBER	JULY	DECEMBER	JUNE	DECEMBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	-	-	\$4.93	-	\$5.54	-	-	-	\$5.45
CARPENTERS-----	\$6.33	\$6.31	\$6.08	\$6.28	\$6.53	6.48	-	6.35	6.33	\$7.10	\$6.55	6.29
ELECTRICIANS-----	6.77	7.09	6.65	6.55	6.83	6.82	\$6.25	6.31	7.08	7.09	7.05	6.59
ENGINEERS, STATIONARY-----	6.58	6.59	6.19	5.82	7.37	6.26	6.61	5.68	6.41	7.22	6.37	6.18
HELPERS, TRADES-----	5.19	-	5.23	-	4.28	-	7.08	5.05	5.12	5.36	5.30	5.19
MACHINE-TOOL OPERATORS, TODLRODM-----	6.72	-	6.20	-	6.62	5.71	-	-	-	6.98	7.26	-
MACHINISTS-----	6.01	-	6.10	6.71	6.63	6.58	6.59	6.33	6.59	7.15	6.92	6.58
MECHANICS, AUTOMOTIVE-----	6.45	6.63	7.11	6.08	6.90	7.05	7.25	7.15	6.49	7.47	6.83	6.80
MECHANICS-----	6.09	5.92	6.16	5.54	6.23	6.38	6.56	6.19	6.52	6.38	6.49	6.22
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	4.84	-	6.05	-	6.48	-	5.51	5.92	6.12	7.60	6.70	6.33
PIPEFITTERS-----	-	7.21	6.06	-	7.20	6.32	-	-	-	6.92	-	6.54
SHEET-METAL WORKERS-----	-	-	-	-	6.68	-	-	-	-	6.94	-	-
TOOL AND DIE MAKERS-----	6.42	-	6.81	-	6.75	6.49	-	5.42	6.71	8.18	7.84	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	2.85	-	2.64	-	2.85	2.54	3.70	3.06	2.71	3.11	3.29	-
JANITORS, PORTERS, AND CLEANERS-----	3.03	2.81	3.05	3.36	3.46	3.79	3.84	2.88	3.66	4.60	4.07	3.97
LABORERS, MATERIAL HANDLING-----	4.38	4.48	5.05	3.28	4.92	5.67	5.48	5.11	4.70	5.91	4.98	5.76
ORDER FILLERS-----	5.80	-	4.74	-	3.87	5.37	-	3.82	-	6.25	-	5.35
PACKERS, SHIPPING-----	3.02	3.54	4.77	-	3.73	4.23	-	2.95	-	4.73	4.29	5.23
RECEIVING CLERKS-----	4.85	4.18	4.21	4.60	4.85	5.34	6.12	4.06	4.97	5.68	5.52	5.58
SHIPPING CLERKS-----	4.59	-	4.79	-	4.63	5.68	6.11	4.20	5.39	5.38	4.88	5.42
SHIPPING AND RECEIVING CLERKS-----	4.35	-	4.80	4.57	5.10	5.89	5.60	3.96	4.71	5.65	4.73	5.78
TRUCKDRIVERS-----	6.12	5.70	5.82	4.95	6.13	6.62	7.07	5.19	5.84	6.83	6.64	6.79
LIGHT (UNDER 1-1/2 TONS)-----	4.45	2.87	3.57	-	4.97	4.58	-	3.49	5.04	6.13	5.05	5.44
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	6.06	5.88	5.97	5.42	5.89	6.41	-	5.48	4.87	6.29	-	6.83
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.80	5.75	6.56	5.09	6.73	6.87	7.40	5.56	5.78	7.09	6.73	6.92
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.58	-	6.46	-	6.56	6.67	-	5.59	8.03	7.00	6.79	7.01
TRUCKERS, POWER (FORKLIFT)-----	5.32	-	5.48	4.13	5.52	5.61	5.42	4.73	5.40	5.76	5.36	5.65
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	6.29	5.30	-	-	-	6.24	-	5.37
WAREHOUSEMEN-----	4.97	-	5.78	4.53	5.16	5.66	6.05	4.13	4.38	5.83	5.30	5.73

See footnote at end of B-series tables.

Table A-9. Hourly earnings of plant workers, January through December 1975—manufacturing

OCCUPATION	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$5.02	-	\$5.18	\$6.05	\$4.33	-	\$5.42	\$5.42	\$3.42	\$5.29	\$5.50	\$5.45	-	-
CARPENTERS-----	5.70	\$4.19	5.73	6.55	-	\$5.61	6.01	5.63	4.73	5.79	6.32	6.05	-	-
ELECTRICIANS-----	5.83	4.78	5.97	6.75	5.72	5.75	5.91	6.08	4.88	5.85	6.25	6.08	\$4.79	\$5.48
ENGINEERS, STATIONARY-----	5.07	-	6.49	6.42	5.38	-	6.80	7.00	4.44	5.63	6.21	6.05	-	-
HELPERS, TRADES-----	-	-	4.19	-	4.49	-	4.33	5.00	3.10	-	5.32	5.48	3.96	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	5.92	5.38	7.35	5.16	5.66	6.27	-	-	-	5.78	5.87	-	-
MACHINISTS-----	5.83	5.56	5.80	6.36	5.00	5.86	5.94	6.21	5.03	6.10	6.38	6.56	4.58	5.84
MECHANICS, AUTOMOTIVE-----	5.46	-	5.86	6.15	5.82	-	5.96	6.37	4.32	5.80	6.58	6.23	5.06	-
MECHANICS-----	5.78	4.34	5.64	7.10	5.17	5.29	5.69	5.76	4.50	5.41	5.83	6.06	4.51	-
MILLWRIGHTS-----	5.90	-	5.49	6.94	-	-	6.17	6.25	-	-	6.50	-	-	-
PAINTERS-----	5.41	-	5.51	6.49	-	-	5.73	5.62	-	5.84	6.12	5.88	-	-
PIPEFITTERS-----	5.87	4.89	5.78	6.80	-	-	6.23	5.91	-	5.95	6.38	5.99	-	-
SHEET-METAL WORKERS-----	5.83	-	5.85	7.08	-	-	6.10	6.20	-	-	6.25	5.78	-	-
TOOL AND DIE MAKERS-----	-	6.60	6.08	7.27	5.62	5.89	6.05	6.04	5.61	6.24	6.46	6.06	-	6.13
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	4.48	4.37	4.12	5.45	-	4.27	4.21	4.62	3.18	-	4.64	4.83	3.76	-
JANITORS, PORTERS, AND CLEANERS-----	4.00	3.15	3.92	4.76	3.71	3.57	4.19	4.01	3.29	4.05	4.44	4.29	3.65	3.71
LABORERS, MATERIAL HANDLING-----	4.71	3.07	3.90	4.99	4.09	3.86	4.02	4.62	3.37	3.56	4.67	4.94	3.38	4.11
ORDER FILLERS-----	4.48	3.90	4.31	4.06	-	3.64	4.32	4.02	3.33	3.56	4.77	4.35	-	-
PACKERS, SHIPPING-----	4.22	3.92	4.20	5.15	3.79	3.17	4.29	3.80	3.57	3.01	4.34	4.96	3.09	-
RECEIVING CLERKS-----	4.29	3.64	4.20	4.89	4.33	3.88	4.63	4.49	3.68	4.77	5.02	5.01	-	-
SHIPPING CLERKS-----	4.53	-	4.23	4.73	4.00	4.76	4.84	4.67	4.20	4.73	4.68	4.69	-	-
SHIPPING AND RECEIVING CLERKS-----	4.50	-	4.45	4.97	4.15	4.20	4.59	4.79	3.82	4.52	4.78	4.92	3.83	-
TRUCKDRIVERS-----	4.87	3.92	5.56	5.49	4.40	5.57	6.03	5.96	4.89	4.57	6.42	5.81	4.17	-
LIGHT (UNDER 1-1/2 TONS)-----	-	-	5.64	5.37	3.83	-	-	4.48	-	-	5.29	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.79	3.26	5.71	5.03	4.67	4.96	6.69	5.44	-	-	6.16	5.35	3.94	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	-	5.48	5.85	4.65	6.38	6.06	6.26	4.45	4.23	6.64	5.55	4.39	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.56	-	5.04	5.54	4.46	4.85	5.77	6.03	4.15	4.67	6.63	5.60	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.68	4.13	4.41	5.46	4.17	4.82	4.59	4.77	4.03	4.93	5.18	5.05	3.78	4.75
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	4.63	-	-	5.50	-	-	4.06	-	-	-	5.48	5.71	-	-
WAREHOUSEMEN-----	4.70	3.18	4.35	4.92	3.86	4.32	5.46	3.67	3.66	4.50	4.77	4.57	-	-

Table A-9. Hourly earnings of plant workers, January through December 1975—manufacturing—Continued

OCCUPATION	NORTHEAST—CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	\$3.71	-	\$4.78	-	\$4.91	\$4.21	-	-	\$6.18	-	\$4.09	-	-
CARPENTERS-----	4.47	\$5.40	5.76	\$5.20	4.98	-	-	-	6.35	\$5.95	-	\$6.59	\$6.03
ELECTRICIANS-----	5.24	6.20	6.23	5.31	5.54	5.23	\$6.42	\$5.67	6.57	6.30	5.47	6.71	6.16
ENGINEERS, STATIONARY-----	-	5.74	5.66	5.26	5.27	5.96	6.34	-	5.92	-	5.72	6.67	6.46
HELPERS, TRADES-----	3.52	4.76	-	-	-	4.14	-	-	-	5.28	5.03	-	5.10
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	5.33	-	5.40	-	5.82	-	-	6.29	5.60	-	-	5.57
MACHINISTS-----	5.50	5.60	5.62	5.33	5.75	4.94	5.68	-	6.93	6.24	5.31	6.93	6.00
MECHANICS, AUTOMOTIVE-----	4.50	5.53	-	5.57	5.63	4.95	5.43	4.05	5.35	5.79	4.93	4.96	5.25
MECHANICS-----	4.30	5.96	5.84	5.66	5.18	4.80	5.64	-	6.58	5.94	5.39	6.83	5.53
MILLWRIGHTS-----	4.42	6.34	7.08	4.91	5.33	-	7.05	-	6.75	-	5.70	-	5.53
PAINTERS-----	-	-	5.61	4.90	5.39	-	6.67	-	6.10	5.77	5.19	6.65	6.17
PIPEFITTERS-----	4.58	6.06	6.42	5.47	-	5.63	6.89	-	6.90	-	-	6.82	-
SHEET-METAL WORKERS-----	-	6.44	-	5.26	-	-	-	-	6.79	-	-	-	-
TOOL AND DIE MAKERS-----	5.69	6.13	7.13	5.69	4.77	5.86	6.45	-	6.90	5.67	5.03	-	6.65
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	3.24	4.66	4.50	3.60	3.78	3.55	4.27	3.20	4.66	4.28	3.50	4.96	4.87
JANITORS, PORTERS, AND CLEANERS-----	3.13	4.29	4.07	3.76	3.69	3.86	4.03	2.70	4.37	3.70	3.40	4.18	3.89
LABORERS, MATERIAL HANDLING-----	3.19	4.05	4.03	3.89	3.85	3.90	3.59	-	4.40	4.09	3.85	3.02	3.67
ORDER FILLERS-----	3.13	3.90	3.96	4.21	3.71	4.45	3.62	-	4.48	-	3.52	-	3.58
PACKERS, SHIPPING-----	2.99	4.46	3.63	4.04	4.12	3.62	3.47	2.70	3.68	-	3.08	-	3.56
RECEIVING CLERKS-----	3.83	-	4.34	4.24	3.87	4.16	4.93	-	4.29	4.65	3.76	-	4.64
SHIPPING CLERKS-----	3.71	4.35	-	4.23	4.00	4.31	4.56	-	4.83	5.64	3.91	-	3.65
SHIPPING AND RECEIVING CLERKS-----	3.66	4.32	-	4.38	3.70	3.95	5.00	-	4.91	-	-	-	4.29
TRUCKDRIVERS-----	4.39	5.31	5.02	4.16	5.04	3.82	4.04	3.37	5.18	3.77	4.23	3.14	4.41
LIGHT (UNDER 1-1/2 TONS)---	3.22	-	-	-	-	3.22	3.78	-	4.77	3.88	3.88	-	3.58
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.63	4.11	-	3.62	4.41	-	4.03	-	5.36	3.33	3.74	-	4.83
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	4.58	5.87	-	-	-	4.31	4.56	3.09	5.19	3.59	3.83	-	4.27
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	4.97	5.14	-	-	4.62	-	-	-	4.88	-	-	-	4.25
TRUCKERS, POWER (FORKLIFT)---	3.81	5.03	4.76	4.58	4.63	4.30	4.17	3.00	5.34	3.87	3.67	4.51	4.30
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	6.72	-	3.46	-	5.83
WAREHOUSEMEN-----	3.48	4.80	4.23	-	-	-	4.45	-	4.73	-	4.65	4.28	4.15

Table A-9. Hourly earnings of plant workers, January through December 1975—manufacturing—Continued

OCCUPATION	SOUTH—CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE— HOLLYWOOD AND WEST PALM BEACH— BOCA RATON	GAINES— VILLE	GREENSBORO— WINSTON-SALEM— HIGH POINT	GREENVILLE— SPARTANBURG	HOUSTON	HUNTS— VILLE	JACKSON	JACKSON— VILLE	LEXINGTON— FAYETTE	LOUIS— VILLE	MELBOURNE— TITUSVILLE— COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	\$3.66	\$3.14	-	-	-	\$5.75	-	\$5.68	-
CARPENTERS-----	-	-	-	4.59	3.86	\$6.51	-	-	-	-	6.75	-
ELECTRICIANS-----	-	\$5.78	-	5.64	4.43	6.34	\$5.17	\$4.79	6.41	\$5.87	7.15	-
ENGINEERS, STATIONARY-----	-	-	-	5.91	3.93	6.10	-	-	6.63	-	6.85	-
HELPERS, TRADES-----	-	-	-	4.63	-	4.52	-	-	4.73	-	5.38	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	4.88	-	6.68	-	5.72	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	4.37	6.47	-	4.65	5.89	6.37	6.86	-
MECHANICS, AUTOMOTIVE-----	-	6.03	\$4.59	4.09	4.27	5.32	-	3.89	5.08	4.70	6.15	-
MECHANICS-----	-	4.84	-	5.83	4.34	6.14	5.11	4.32	5.37	5.27	5.91	-
MILLWRIGHTS-----	-	-	-	-	-	6.55	-	-	-	-	7.73	-
PAINTERS-----	-	-	-	5.26	-	6.15	-	-	-	-	6.53	-
PIPEFITTERS-----	-	5.53	-	-	-	6.56	-	-	-	-	7.26	-
SHEET-METAL WORKERS-----	-	-	-	-	-	6.53	-	-	-	-	7.41	-
TOOL AND DIE MAKERS-----	-	5.36	-	6.22	4.83	6.03	5.28	-	-	7.26	6.82	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	-	3.92	-	3.32	2.97	4.43	2.82	2.65	3.46	3.92	4.91	-
JANITORS, PORTERS, AND CLEANERS-----	\$3.09	3.32	-	3.09	2.68	3.55	2.71	2.92	3.72	3.49	4.71	-
LABORERS, MATERIAL HANDLING-----	-	3.06	-	4.04	2.90	4.16	3.06	3.19	3.54	3.71	4.75	-
ORDER FILLS-----	-	-	-	3.61	3.14	3.67	-	-	-	-	4.56	-
PACKERS, SHIPPING-----	-	3.21	-	3.30	3.12	4.00	2.72	3.18	3.40	4.57	-	-
RECEIVING CLERKS-----	-	-	-	3.27	3.50	4.70	-	-	4.36	4.30	5.76	-
SHIPPING CLERKS-----	-	-	-	5.13	3.55	4.45	-	-	-	-	5.16	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	3.77	3.69	4.92	-	-	-	-	4.10	-
TRUCKDRIVERS-----	-	4.69	3.89	3.53	3.96	3.93	3.14	2.99	3.90	3.72	5.31	-
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	4.03	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	3.70	-	3.75	2.95	4.01	3.40	-	3.73	-	5.71	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	-	3.42	-	4.49	4.01	-	3.02	4.35	-	5.48	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	3.72	-	2.97	3.84	-	5.67	-
TRUCKERS, POWER (FORKLIFT)-----	-	3.97	2.96	4.63	3.22	4.49	3.44	3.13	4.11	4.35	5.03	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	-	-	3.69	3.47	3.95	-	-	-	-	4.87	-

Table A-9. Hourly earnings of plant workers, January through December 1975—manufacturing—Continued

OCCUPATION	SOUTH—CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-DURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS-- CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$4.63	-	\$4.63	\$4.15	-	-	\$5.13	-	-	\$5.89	\$5.25	\$5.79	\$5.89	\$5.58
CARPENTERS-----	6.28	-	-	-	-	\$5.60	-	-	-	5.97	6.31	6.20	6.02	6.27
ELECTRICIANS-----	6.67	-	5.70	5.64	\$5.15	5.71	6.49	\$4.72	\$7.49	6.12	6.16	6.74	6.23	6.88
ENGINEERS, STATIONARY-----	6.59	-	5.71	-	-	-	5.64	-	-	6.09	6.46	6.68	6.36	6.59
HELPERS, TRADES-----	-	-	4.90	3.28	-	-	-	-	-	5.16	-	5.31	4.95	5.39
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	6.14	\$6.08	5.53	5.52	-	4.72	-	-	-	6.45	-	6.53	5.90	6.82
MECHANICS, AUTOMOTIVE-----	5.88	5.82	5.03	4.65	4.80	6.15	6.62	-	7.54	5.96	6.40	6.61	5.64	6.28
MECHANICS-----	5.74	4.87	5.30	4.82	4.92	-	5.03	3.38	6.09	6.34	5.66	6.63	6.42	6.73
MILLWRIGHTS-----	6.79	-	5.99	-	5.48	4.80	6.22	4.30	5.24	6.03	6.03	6.23	6.09	6.67
PAINTERS-----	5.59	-	-	-	-	-	-	-	-	7.13	-	6.53	6.53	7.35
PIPEFITTERS-----	6.30	-	6.06	5.96	-	-	5.73	-	-	6.06	6.30	6.15	6.06	6.79
SHEET-METAL WORKERS-----	-	-	-	-	-	-	6.49	-	-	6.08	6.41	6.66	6.23	6.90
TOOL AND DIE MAKERS-----	6.13	5.72	-	-	6.66	6.06	6.64	-	-	6.23	-	6.61	-	7.42
											6.19	7.21	6.62	6.74
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	4.76	3.12	3.49	4.08	3.71	3.87	4.70	2.83	3.54	5.29	5.18	4.70	4.75	5.42
JANITORS, PORTERS, AND CLEANERS-----	3.87	3.15	3.64	3.54	3.38	3.78	3.95	2.79	4.14	4.91	4.48	4.21	4.10	4.76
LABORERS, MATERIAL HANDLING-----	3.85	3.44	3.59	3.23	3.63	3.07	3.59	2.98	4.42	5.30	4.91	4.45	4.55	5.09
ORDER FILLERS-----	3.67	2.84	-	-	4.15	3.63	3.52	2.98	-	4.70	-	4.24	4.58	4.56
PACKERS, SHIPPING-----	3.62	2.87	3.42	3.27	3.78	3.36	4.12	2.73	-	4.16	4.48	4.28	3.69	4.49
RECEIVING CLERKS-----	4.32	4.14	-	4.87	-	3.32	4.49	3.02	-	4.95	4.75	4.81	4.44	5.07
SHIPPING CLERKS-----	4.27	-	-	-	4.51	-	-	-	-	-	5.05	4.92	4.41	5.02
SHIPPING AND RECEIVING CLERKS-----	5.40	4.72	-	3.72	-	-	4.27	3.16	-	4.83	4.10	4.86	4.31	4.73
TRUCKDRIVERS-----	4.18	4.54	4.15	3.68	4.33	3.75	3.87	3.08	5.88	5.62	5.45	6.73	5.21	5.59
LIGHT (UNDER 1-1/2 TONS)---	3.90	3.51	3.29	-	-	-	-	3.39	-	4.49	4.85	4.71	4.59	5.42
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	3.84	3.46	4.13	3.53	3.42	3.64	3.26	2.98	-	5.75	5.82	6.79	5.37	5.60
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	3.59	3.98	3.95	-	-	-	4.20	3.30	5.23	5.70	5.19	6.84	4.76	6.08
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	4.88	-	-	3.70	-	-	-	-	-	-	-	7.10	6.00	5.00
TRUCKERS, POWER (FORKLIFT)---	5.03	3.69	4.07	3.51	4.27	3.84	4.06	3.07	4.40	5.60	4.70	4.99	4.88	5.48
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	4.24	-	-	-	-	-	4.81	5.31	5.09	4.79	6.44
WAREHOUSEMEN-----	-	3.55	-	3.87	4.07	3.26	-	-	-	5.41	-	4.62	4.51	3.99

Table A-9. Hourly earnings of plant workers, January through December 1975—manufacturing—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOBILE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
MAINTENANCE AND POWERPLANT															
BOILER TENDERS-----	\$4.48	\$6.27	\$5.56	\$7.09	\$5.45	\$4.81	\$5.10	\$5.38	\$6.05	-	-	\$5.79	\$6.10	\$5.54	-
CARPENTERS-----	-	6.65	6.95	6.97	-	6.99	6.27	6.25	5.78	-	-	5.93	5.91	6.28	\$5.01
ELECTRICIANS-----	6.10	6.93	6.92	7.36	5.86	6.96	6.95	6.87	6.79	\$6.26	-	6.53	6.02	6.53	5.38
ENGINEERS, STATIONARY-----	6.19	7.09	6.73	7.26	-	6.64	6.80	6.01	6.31	5.59	-	6.35	-	6.25	5.26
HELPERS, TRADES-----	-	5.37	5.05	-	-	4.78	5.81	5.06	4.84	4.83	-	5.12	-	5.26	4.25
MACHINE-TOOL OPERATORS, TOOLROOM-----	6.92	6.72	7.51	7.27	-	7.09	6.56	6.33	5.47	-	-	6.38	-	7.11	-
MACHINISTS-----	6.13	6.63	6.08	7.20	5.57	6.20	6.95	7.06	6.34	6.13	-	6.49	4.75	6.31	5.65
MECHANICS, AUTOMOTIVE-----	5.80	6.24	6.31	7.10	5.50	6.28	6.44	6.62	6.06	5.66	-	6.23	5.98	6.23	4.59
MECHANICS-----	5.79	6.51	6.72	7.03	5.92	6.64	6.11	6.09	5.62	5.44	-	5.66	5.81	6.33	5.07
MILLWRIGHTS-----	6.84	7.09	6.98	7.14	-	7.25	6.98	6.86	6.24	-	-	6.38	6.16	6.51	-
PAINTERS-----	-	6.26	6.86	6.89	-	6.62	6.67	6.44	6.02	-	-	6.37	-	6.13	5.34
PIPEFITTERS-----	6.88	6.78	7.13	7.15	6.02	7.04	6.92	6.88	6.84	-	-	6.45	6.31	6.56	5.98
SHEET-METAL WORKERS-----	6.97	-	7.34	7.17	-	7.33	6.86	6.34	-	-	-	6.35	-	6.95	-
TOOL AND DIE MAKERS-----	7.10	7.48	7.31	7.31	-	7.05	6.84	6.89	6.31	-	-	7.07	5.88	7.15	5.35
CUSTODIAL AND MATERIAL MOVEMENT															
GUARDS AND WATCHMEN-----	3.77	5.27	5.65	5.98	4.55	4.94	5.28	4.64	4.31	4.13	-	5.09	4.89	4.95	4.12
JANITORS, PORTERS, AND CLEANERS-----	4.12	4.57	4.85	5.35	4.77	4.47	4.66	4.47	4.12	4.03	-	4.53	4.15	4.76	3.92
LABORERS, MATERIAL HANDLING-----	4.32	5.03	5.24	5.38	4.43	4.98	4.69	4.84	4.59	4.54	-	4.58	4.15	4.79	3.74
ORDER FILLERS-----	4.39	5.80	4.91	5.58	4.62	3.65	4.30	4.57	4.58	5.15	-	4.33	4.65	4.93	-
PACKERS, SHIPPING-----	4.66	5.51	6.08	5.18	-	4.42	3.91	4.79	4.19	4.35	-	4.16	4.24	4.98	4.11
RECEIVING CLERKS-----	4.34	4.91	4.72	5.79	-	4.43	5.36	4.67	5.33	-	\$4.88	4.86	-	4.82	3.96
SHIPPING CLERKS-----	4.67	5.01	4.57	6.04	-	5.22	4.77	5.33	4.91	4.12	-	4.76	-	5.18	3.51
SHIPPING AND RECEIVING CLERKS-----	-	4.51	5.01	5.57	5.26	4.43	4.13	4.97	4.78	4.63	-	4.45	3.71	5.55	4.08
TRUCKDRIVERS-----	4.84	5.35	5.27	6.16	5.02	5.93	6.58	5.19	5.58	5.05	6.19	5.71	4.32	5.82	4.42
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	5.51	-	4.52	5.06	-	-	-	-	4.59	3.52	5.06	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.30	-	5.06	5.72	5.01	5.32	5.56	4.45	5.18	4.61	-	5.94	4.52	5.90	4.01
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	5.12	5.17	5.31	6.55	-	6.02	6.05	5.53	5.21	4.88	-	5.49	4.30	5.87	4.33
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.04	-	5.00	-	-	-	8.30	5.73	-	-	-	-	-	6.05	-
TRUCKERS, POWER (FORKLIFT)-----	4.71	5.57	5.22	5.75	4.84	5.18	5.43	5.31	4.85	5.09	-	4.99	4.64	5.08	4.62
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	4.65	6.20	-	-	4.64	5.42	5.95	4.74	5.33	-	-	5.45	-	4.82	-
WAREHOUSEMEN-----	4.48	5.22	-	5.33	5.25	4.14	4.87	-	3.99	4.94	-	4.81	-	5.14	-

Table A-9. Hourly earnings of plant workers, January through December 1975—manufacturing—Continued

OCCUPATION	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LDS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-DGDN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	-	-	\$4.90	-	-	-	-	-	\$5.45
CARPENTERS-----	\$6.41	-	\$5.75	-	\$6.55	-	-	-	-	-	-	6.27
ELECTRICIANS-----	6.81	\$7.09	6.53	-	6.78	6.94	\$6.53	\$6.39	\$6.25	\$6.73	\$6.61	6.50
ENGINEERS, STATIONARY-----	-	7.05	6.44	\$5.65	7.30	6.36	7.20	6.30	6.77	6.96	7.07	6.30
HELPERS, TRADES-----	5.59	-	-	-	4.21	-	-	-	-	7.18	6.28	6.30
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	5.25	5.12	5.43	-	5.18
MACHINISTS-----	-	-	6.20	-	-	5.71	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	5.99	-	6.04	-	6.54	6.60	6.59	6.33	-	6.98	7.27	-
MECHANICS-----	6.73	-	6.59	5.81	6.42	6.86	7.01	5.69	7.19	7.11	6.92	6.63
MILLWRIGHTS-----	6.08	5.92	6.15	5.53	6.20	6.33	6.56	6.17	6.48	7.25	6.85	6.45
PAINTERS-----	-	-	-	-	-	-	-	-	-	6.31	6.52	6.24
PIPEFITTERS-----	-	-	5.94	-	6.46	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	7.21	-	-	7.21	-	-	-	6.00	6.87	6.62	6.32
TOOL AND DIE MAKERS-----	-	-	-	-	6.71	-	-	-	-	6.92	-	6.56
	6.42	-	6.81	-	6.75	6.49	-	5.42	6.71	8.22	7.83	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	5.15	-	4.94	-	5.08	4.34	4.71	4.65	4.08	5.23	5.11	-
JANITORS, PORTERS, AND CLEANERS-----	3.99	4.12	4.26	3.77	4.17	4.25	4.72	3.63	4.57	4.78	4.26	4.67
LABORERS, MATERIAL HANDLING-----	-	-	4.48	4.10	3.74	5.57	5.17	4.24	-	5.69	5.08	5.23
ORDER FILLERS-----	4.24	-	4.40	-	3.57	4.69	-	-	-	-	-	4.65
PACKERS, SHIPPING-----	2.98	-	3.93	-	3.68	3.97	-	2.96	-	4.57	3.99	5.04
RECEIVING CLERKS-----	4.32	-	4.39	-	4.38	5.21	-	4.50	5.42	5.21	5.45	-
SHIPPING CLERKS-----	4.38	-	4.62	-	4.49	5.55	-	-	-	5.11	4.80	-
SHIPPING AND RECEIVING CLERKS-----	4.09	-	4.94	-	5.16	-	-	4.23	4.61	5.59	4.58	5.67
TRUCKDRIVERS-----	6.25	5.54	6.00	-	6.00	6.77	-	5.01	6.61	6.68	6.83	6.55
LIGHT (UNDER 1-1/2 TONS)--- MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.27	-	-	-	4.41	-	-	4.53	-	-	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	5.24	-	4.80	-	5.87	6.38	-	4.50	-	-	-	6.52
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	6.95	-	-	-	6.34	6.80	6.87	4.57	6.74	6.79	6.58	6.86
TRUCKERS, POWER (FORKLIFT)--- TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	4.74	-	6.48	-	6.60	6.50	-	5.64	-	6.99	-	7.15
	-	-	4.86	4.07	5.09	5.17	5.10	4.56	5.42	5.45	5.28	5.36
WAREHOUSEMEN-----	4.40	-	-	-	6.22	5.29	-	-	-	6.25	-	5.19
	-	-	4.55	4.35	4.38	4.93	-	4.17	-	5.24	3.95	5.57

Table A-10. Hourly earnings of plant workers, January through December 1975—nonmanufacturing

OCCUPATION	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	SINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYLVANIA	PATERSON- CLIFTON- PASSAIC	PHILADELPHIA	PITTSBURGH	PORTLAND	POUGHKEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$5.34	-	-	-	\$5.01	-	\$4.49	\$5.35	-	-	-	-	-	-
CARPENTERS-----	6.73	-	\$5.98	-	-	-	6.19	6.25	\$5.46	-	\$7.38	\$6.55	-	-
ELECTRICIANS-----	-	-	6.42	\$6.97	-	\$6.35	7.12	6.21	-	-	6.73	6.20	-	-
ENGINEERS, STATIONARY-----	-	-	5.92	-	-	6.86	6.47	6.49	-	-	5.59	6.19	-	-
HELPERS, TRADES-----	-	-	4.42	5.69	-	-	-	5.43	-	-	5.42	4.91	-	-
MACHINE-TOOL OPERATORS, TODDLER-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	7.40	-	-	-
MECHANICS, AUTOMOTIVE-----	6.62	\$6.42	6.68	6.55	6.14	5.96	6.16	6.77	6.60	\$6.57	6.48	6.55	\$5.41	-
MECHANICS-----	-	-	5.86	6.26	-	-	6.69	6.41	-	-	-	6.11	-	-
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	5.57	-	-	-	-	5.42	-	-	5.16	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	5.65	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	2.41	-	2.65	2.40	2.42	2.49	2.73	3.44	-	3.10	2.53	-	-	-
JANITORS, PORTERS, AND CLEANERS-----	3.44	-	2.94	2.68	2.72	3.43	2.96	4.24	2.79	2.96	3.32	3.04	3.66	\$3.00
LABORERS, MATERIAL HANDLING-----	4.18	-	5.09	6.33	3.73	4.54	5.21	5.48	4.93	4.20	5.15	4.41	4.09	-
ORDER FILLERS-----	3.41	-	4.83	3.97	4.00	4.44	4.84	5.17	4.04	5.03	5.78	4.33	4.33	-
PACKERS, SHIPPING-----	-	-	3.47	-	-	3.69	3.47	4.01	-	3.60	3.46	3.58	3.06	-
RECEIVING CLERKS-----	4.67	-	4.31	4.76	4.19	4.31	3.70	4.82	4.03	4.05	5.24	4.02	4.20	-
SHIPPING CLERKS-----	5.28	-	4.48	-	5.10	-	-	5.71	4.34	4.59	5.33	4.33	4.10	-
SHIPPING AND RECEIVING CLERKS-----	-	-	5.03	5.85	4.13	4.76	5.26	5.11	3.03	-	4.90	4.95	-	-
TRUCKDRIVERS-----	6.26	4.87	6.23	6.16	5.24	6.17	6.38	5.95	5.89	5.34	6.90	5.86	10.10	4.32
LIGHT (UNDER 1-1/2 TONS)-----	-	-	4.21	-	3.05	4.46	-	4.96	4.98	4.86	3.93	5.68	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	5.69	-	5.72	5.57	4.63	6.04	5.84	5.82	5.55	-	6.83	5.50	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.61	-	6.90	6.77	6.07	6.63	6.59	6.33	6.62	-	7.13	6.42	5.50	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	6.28	6.12	5.32	5.99	5.88	6.15	-	-	7.59	-	6.94	-
TRUCKERS, POWER (FORKLIFT)-----	5.43	-	6.15	5.89	-	5.23	5.66	5.62	5.29	-	6.41	5.71	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	4.94	2.68	4.61	5.17	4.20	5.16	5.03	5.11	4.24	3.91	4.87	4.66	-	-

Table A-10. Hourly earnings of plant workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION	NORTHEAST--CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	-	-	-	-	-	-	\$6.45	-	\$5.05	-	-	-	\$5.21
ENGINEERS, STATIONARY-----	-	-	-	-	-	-	6.66	-	5.94	\$5.80	-	-	5.76
HELPERS, TRADES-----	-	-	-	-	-	-	-	-	5.28	-	-	-	4.77
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	4.01	-	-	4.14
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	\$5.76	-	\$6.77	\$6.84	\$5.26	\$5.91	6.26	\$4.94	6.51	4.93	-	\$5.05	-
MECHANICS-----	-	-	-	-	-	-	6.47	-	6.83	5.03	-	-	6.14
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	6.43
PAINTERS-----	-	-	-	-	-	-	-	-	4.13	-	-	-	4.89
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	2.26	\$2.19	-	-	-	-	2.44	2.30	2.49	2.36	\$2.14	-	2.38
JANITORS, PORTERS, AND CLEANERS-----	3.19	2.83	2.61	2.61	3.10	2.86	2.46	2.35	2.47	2.27	2.39	-	2.44
LABORERS, MATERIAL HANDLING-----	3.65	3.96	-	-	3.66	5.43	4.40	-	4.29	3.08	3.39	2.62	3.76
ORDER FILLERS-----	3.89	5.51	-	-	-	-	4.19	-	4.81	2.79	-	-	4.24
PACKERS, SHIPPING-----	2.95	-	-	-	-	-	4.09	-	4.03	2.76	2.90	-	3.08
RECEIVING CLERKS-----	4.04	5.55	-	-	4.30	-	4.40	-	4.77	3.07	-	-	4.40
SHIPPING CLERKS-----	-	-	-	-	-	-	5.20	-	5.69	-	-	-	4.38
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	6.15	5.76	6.16	5.94	5.23	6.18	4.15	3.32	4.29	-	-	-	4.08
LIGHT (UNDER 1-1/2 TONS)---	-	5.55	-	-	-	-	5.24	4.30	6.01	4.16	4.27	4.56	5.24
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)---	5.00	3.83	-	-	-	-	3.30	2.57	4.46	2.94	-	-	3.29
HEAVY (OVER 4 TONS, TRAILER TYPE)---	6.59	6.43	-	-	3.44	-	4.93	4.71	5.28	3.99	4.28	4.53	5.80
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)---	-	4.18	-	-	6.03	-	6.21	-	6.69	4.58	-	-	5.98
TRUCKERS, POWER (FORKLIFT)---	4.17	-	-	-	-	-	-	-	5.49	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)---	-	-	-	-	-	-	4.74	-	5.64	3.16	-	-	4.37
WAREHOUSEMEN-----	3.66	-	-	-	-	-	-	-	-	-	-	-	-
							4.61	-	4.32	3.69	4.17	-	4.43

Table A-10. Hourly earnings of plant workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION	SOUTH—CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE— HOLLYWOOD AND WEST PALM BEACH— BOCA RATON	GAINES— VILLE	GREENSBORO— WINSTON-SALEM— HIGH POINT	GREENVILLE— SPARTANBURG	HOUSTON	HUNTS— VILLE	JACKSON	JACKSON— VILLE	LEXINGTON— FAYETTE	LOUIS— VILLE	MELBOURNE— TITUSVILLE— COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BUILDER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	\$5.15	-	-	\$5.32	-	-	-
ELECTRICIANS-----	-	-	-	-	-	5.91	-	-	-	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	4.62	-	\$4.42	5.46	-	-	\$4.90
MILLPLERS, TRADES-----	-	-	-	-	-	4.02	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	-	\$5.24	-	\$5.42	\$4.97	5.76	-	-	5.81	\$5.77	\$6.12	6.42
MECHANICS-----	-	-	-	-	-	6.05	-	-	-	-	-	6.45
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	4.07	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	-	2.33	-	-	2.43	2.41	-	-	2.40	-	2.30	-
JANITORS, PORTERS, AND CLEANERS-----	\$2.63	2.49	\$2.44	2.63	2.41	2.27	\$2.24	2.15	2.24	-	2.43	-
LABORERS, MATERIAL HANDLING-----	-	3.20	3.04	4.64	3.81	3.17	-	2.75	3.17	-	4.94	-
ORDER FILLERS-----	-	-	-	-	-	3.79	-	2.39	3.47	-	4.94	-
PACKERS, SHIPPING-----	-	-	-	-	-	2.66	-	-	-	-	-	-
RECEIVING CLERKS-----	-	3.75	-	3.36	3.26	3.63	-	3.13	4.10	4.15	4.99	-
SHIPPING CLERKS-----	-	-	-	-	-	3.93	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	3.16	4.24	3.67	9.30	4.22	4.57	3.42	4.45	4.42	5.67	5.75	4.56
LIGHT (UNDER 1-1/2 TONS)-----	-	3.07	-	-	2.91	3.12	-	3.83	3.17	2.48	2.33	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	3.45	-	4.44	3.35	4.96	3.45	4.24	4.07	5.15	5.22	5.37
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	5.50	-	5.12	5.01	4.94	-	5.67	5.35	6.33	6.68	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	5.19	-	-	3.97	-	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	-	3.88	-	-	3.56	3.93	-	-	4.19	-	4.91	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	-	-	4.81	-	3.95	-	2.82	4.63	3.92	4.37	5.08

Table A-10. Hourly earnings of plant workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION	SOUTH--CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-DURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS--CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	-	-	-	-	-	-	-	-	\$3.68	-	-	\$7.15	-	-
CARPENTERS-----	\$5.69	\$6.26	-	\$5.39	-	-	-	\$4.47	6.61	-	-	8.13	\$6.67	\$7.41
ELECTRICIANS-----	-	6.98	\$5.21	5.97	-	-	-	4.64	6.34	-	-	7.64	-	6.50
ENGINEERS, STATIONARY-----	-	-	4.77	-	-	-	-	4.33	6.42	-	-	8.02	-	-
HELPERS, TRADES-----	-	-	3.59	4.11	-	-	\$4.94	2.64	3.91	-	-	5.15	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	6.50	5.84	5.33	5.20	\$6.45	\$5.31	6.06	4.84	6.20	\$7.03	\$5.54	6.94	-	-
MECHANICS-----	-	6.01	4.89	6.36	-	-	6.05	-	-	-	-	7.21	6.42	6.67
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	6.78	-	6.41
PAINTERS-----	-	4.44	4.54	5.23	-	-	-	3.25	5.61	-	-	7.88	-	6.48
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	8.66	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	-	2.66	2.21	3.24	2.34	-	2.71	2.20	2.61	2.35	-	3.04	2.35	2.45
JANITORS, PORTERS, AND CLEANERS-----	2.28	2.50	2.24	2.42	2.45	2.31	2.52	2.29	2.51	2.64	2.72	3.74	2.53	3.27
LABORERS, MATERIAL HANDLING-----	3.28	3.41	2.72	3.00	3.68	3.33	3.41	2.68	4.21	6.55	4.66	5.61	4.21	4.76
ORDER FILLERS-----	4.03	3.55	3.06	3.55	5.58	3.96	-	2.72	5.10	4.73	-	5.13	4.78	4.36
PACKERS, SHIPPING-----	3.98	3.36	2.65	-	4.20	-	-	-	3.66	-	-	4.25	3.96	3.87
RECEIVING CLERKS-----	4.67	4.18	3.40	3.57	4.52	3.55	3.68	3.32	4.44	-	-	5.16	4.78	4.58
SHIPPING CLERKS-----	-	-	4.11	3.68	-	-	-	-	4.15	-	-	5.57	5.02	4.83
SHIPPING AND RECEIVING CLERKS-----	-	-	3.66	-	-	-	4.82	-	4.14	-	-	5.24	-	4.92
TRUCKDRIVERS-----	5.61	4.49	4.18	4.03	5.36	4.36	4.63	3.96	5.28	6.84	5.65	6.77	6.27	6.41
LIGHT (UNDER 1-1/2 TONS)-----	3.19	3.33	2.58	2.38	3.33	2.31	3.34	2.21	3.76	-	-	5.25	-	4.88
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	5.01	3.94	4.31	3.37	5.06	3.42	3.74	4.24	4.50	6.31	-	6.78	5.01	6.20
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.42	5.83	5.38	5.42	6.45	-	5.05	4.14	6.22	6.95	6.21	6.86	6.59	7.12
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	4.44	-	4.85	-	-	6.71	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.08	4.17	3.97	3.68	5.20	3.76	3.88	3.11	5.30	6.34	-	5.69	4.45	5.83
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	5.86	-	-
WAREHOUSEMEN-----	-	4.31	3.49	3.26	3.27	3.76	4.08	-	4.82	5.23	-	4.98	4.81	5.22

Table A-10. Hourly earnings of plant workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- ROCK ISLAND- MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST. PAUL	OMAHA	SAGINAW	ST. LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
MAINTENANCE AND POWERPLANT															
BUILDER TENDERS-----	-	-	-	\$5.57	-	-	-	-	-	-	-	\$6.13	-	-	-
CARPENTERS-----	-	-	-	6.08	-	-	\$7.99	\$5.85	\$6.69	\$6.70	-	6.75	-	\$5.88	-
ELECTRICIANS-----	\$7.28	-	-	6.71	-	-	6.41	-	7.98	7.53	-	5.54	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	6.01	-	-	6.45	-	6.66	5.10	-	-	-	-	-
HELPERS, TRADES-----	-	-	-	5.52	-	-	-	-	-	5.10	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	6.66	\$6.47	\$6.22	6.62	\$7.05	\$6.71	7.10	6.32	6.72	6.48	-	6.30	\$6.34	6.50	\$5.95
MECHANICS-----	6.62	-	-	7.34	-	-	-	5.70	6.50	-	-	5.86	-	-	-
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	8.14	-	6.82	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT															
GUARDS AND WATCHMEN-----	2.54	-	2.28	3.20	-	2.41	2.59	2.44	2.65	-	-	2.35	-	2.53	-
JANITORS, PORTERS, AND CLEANERS-----	2.67	3.23	2.68	3.44	-	2.85	3.30	2.60	3.28	2.59	\$3.48	2.72	-	3.10	2.64
LABORERS, MATERIAL															
HANDLING-----	4.63	5.55	4.48	5.24	5.48	4.95	5.49	5.23	5.75	4.46	-	5.43	4.26	5.97	3.83
ORDER FILLERS-----	3.60	-	4.53	5.54	-	4.28	5.20	4.15	5.59	4.55	-	5.42	-	3.92	-
PACKERS, SHIPPING-----	4.96	-	3.36	-	-	3.02	4.56	4.51	4.86	3.97	-	4.29	-	-	-
RECEIVING CLERKS-----	4.21	4.48	3.87	4.45	-	4.39	5.17	4.40	5.19	4.60	-	5.16	3.93	5.36	-
SHIPPING CLERKS-----	4.82	-	-	5.78	-	-	4.76	-	5.93	-	-	5.26	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	5.06	5.64	-	4.57	6.16	5.32	5.62	5.19	-	5.33	-	4.54	-
TRUCKDRIVERS-----	5.83	5.82	5.93	6.26	6.96	6.22	6.62	6.15	6.35	6.02	4.55	6.33	5.77	6.08	4.74
LIGHT (UNDER 1-1/2 TONS)---	3.47	-	3.47	4.98	-	5.24	5.84	3.85	5.30	3.46	-	5.07	-	-	2.69
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	4.83	6.26	-	6.06	5.87	-	6.34	6.22	-	6.29	-	5.72	4.47
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.83	5.68	6.65	6.53	-	6.75	7.12	6.81	6.44	6.75	-	6.62	-	6.43	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	-	5.95	5.98	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT)---	5.72	-	-	5.52	-	5.14	6.06	5.08	6.10	5.81	-	5.32	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	4.77	4.46	5.40	5.58	-	6.02	5.78	-	5.74	-	-	6.08	-	5.09*	4.19

Table A-10. Hourly earnings of plant workers, January through December 1975—nonmanufacturing—Continued

OCCUPATION	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	\$6.63	-	\$7.25	-	\$6.48	-	-	-	-	\$7.39	-	-
ENGINEERS, STATIONARY-----	-	-	5.88	-	7.06	-	-	-	-	7.38	-	-
HELPERS, TRADES-----	-	-	5.32	\$5.79	7.47	\$5.98	-	-	-	7.23	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	\$6.06
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	6.28	\$6.72	7.23	6.39	7.07	7.07	\$7.55	\$7.51	\$6.04	7.53	\$6.78	6.92
MECHANICS-----	-	-	6.27	-	6.64	-	-	6.31	-	7.03	-	6.07
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	4.49	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	6.51	-	-	-	-	7.97	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	2.53	-	2.40	-	2.52	2.50	-	2.66	2.46	2.95	2.67	-
JANITORS, PORTERS, AND CLEANERS-----	2.76	2.59	2.89	3.11	3.22	3.63	3.61	2.65	3.40	4.57	3.84	3.64
LABORERS, MATERIAL HANDLING-----	4.61	-	5.13	-	5.86	5.79	6.06	5.32	-	6.10	-	5.90
ORDER FILLERS-----	-	-	4.87	-	3.92	5.51	-	3.78	-	6.23	-	5.43
PACKERS, SHIPPING-----	-	3.54	5.01	-	3.82	5.13	-	2.93	-	-	-	5.31
RECEIVING CLERKS-----	5.82	4.18	4.12	-	5.28	5.42	6.12	3.86	4.82	5.80	-	5.60
SHIPPING CLERKS-----	-	-	4.91	-	4.80	5.83	6.09	-	-	5.74	-	5.26
SHIPPING AND RECEIVING CLERKS-----	4.82	-	4.72	-	5.06	6.09	5.62	3.69	4.83	5.70	-	5.90
TRUCKDRIVERS-----	6.05	5.83	5.78	4.85	6.17	6.58	7.19	5.23	5.27	6.89	6.54	6.84
LIGHT (UNDER 1-1/2 TONS)-----	-	2.87	3.44	-	5.06	4.56	-	3.25	5.12	4.94	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	6.57	-	6.04	5.15	5.90	6.41	-	5.54	4.60	6.30	-	6.86
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.75	-	6.62	5.06	6.81	6.88	7.59	5.74	-	7.22	6.76	6.93
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	6.52	6.71	-	-	-	7.00	-	-
TRUCKERS, POWER (FORKLIFT)-----	6.05	-	5.93	-	6.16	6.43	6.40	4.91	-	6.41	-	6.43
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	5.47	-	6.27	4.77	5.54	5.98	6.16	4.12	4.24	5.85	5.97	5.75

Table A-11. Hourly earnings of plant workers, January through December 1975—public utilities

OCCUPATION	NORTHEAST													
	ALBANY- SCHENECTADY- TROY	BINGHAM- TON	BOSTON	BUFFALO	HARTFORD	NASSAU- SUFFOLK	NEWARK	NEW YORK	NORTHEAST PENNSYL- VANIA	PATERSON- CLIFTON- PASSAIC	PHILA- DELPHIA	PITTSBURGH	PORTLAND	POUGH- KEEPSIE
	SEPTEMBER	JULY	AUGUST	OCTOBER	MARCH	JUNE	JANUARY	MAY	AUGUST	JUNE	NOVEMBER	JANUARY	NOVEMBER	JUNE
ALL WORKERS														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS	-	-	-	-	-	-	\$5.34	\$6.38	-	-	\$6.33	\$5.70	-	-
CARPENTERS	-	-	-	-	-	-	6.57	6.60	-	-	-	6.05	-	-
ELECTRICIANS	-	-	-	-	-	-	-	6.68	-	-	-	-	-	-
ENGINEERS, STATIONARY	-	-	-	\$5.88	-	-	-	5.61	-	-	-	4.92	-	-
HELPERS, TRADES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS,	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOLROOM	-	-	-	-	-	-	-	-	-	-	7.40	-	-	-
MACHINISTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE	\$6.81	\$6.42	\$6.94	6.75	\$6.59	\$5.79	6.30	6.90	\$6.77	\$6.71	6.98	6.63	\$5.88	-
MECHANICS	-	-	-	-	-	-	-	6.58	-	-	-	-	-	-
MILLWRIGHTS	-	-	-	-	-	-	-	6.31	-	-	-	-	-	-
PAINTERS	-	-	-	-	-	-	-	-	-	-	-	5.80	-	-
PIPEFITTERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN	-	-	5.20	-	-	-	-	4.86	-	-	4.90	-	-	-
JANITORS, PORTERS, AND CLEANERS	4.76	-	-	4.63	4.49	-	4.57	4.88	4.57	5.05	4.77	4.25	4.76	-
LABORERS, MATERIAL HANDLING	-	-	5.15	-	-	6.36	5.81	6.00	5.10	-	6.38	5.72	-	-
ORDER FILLERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS	6.91	6.24	6.78	6.62	6.64	6.58	6.54	6.37	7.03	6.45	7.13	6.44	6.12	-
LIGHT (UNDER 1-1/2 TONS)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	-	-	-	6.45	-	-	-	6.36	-	-	-	-	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)	-	-	7.06	7.05	6.93	-	6.71	6.73	-	-	7.11	6.64	6.05	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)	-	-	6.79	6.94	-	-	6.62	-	-	-	-	-	6.94	-
TRUCKERS, POWER (FORKLIFT)	-	-	-	7.11	-	-	6.04	6.25	-	-	6.21	6.82	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN	-	-	5.29	5.90	-	-	-	-	-	-	-	-	-	-

Table A-11. Hourly earnings of plant workers, January through December 1975—public utilities—Continued

OCCUPATION	NORTHEAST—CONTINUED						SOUTH						
	PROVIDENCE- WARWICK- PAWTUCKET	SYRACUSE	TRENTON	UTICA- ROME	WORCESTER	YORK	ATLANTA	AUSTIN	BALTIMORE	BIRMINGHAM	CHATTA- NOOGA	CORPUS CHRISTI	DALLAS- FORT WORTH
	JUNE	JULY	SEPTEMBER	JULY	MAY	FEBRUARY	MAY	DECEMBER	AUGUST	MARCH	SEPTEMBER	JULY	OCTOBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	-	-	-	-	-	-	-	-	\$5.74	-	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	-	-	-	-	-	-	-	-
HELPERS, TRADES-----	-	-	-	-	-	-	-	-	-	-	-	\$6.51	\$6.69
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	\$4.19	-	-	4.30
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	4.17
MECHANICS, AUTOMOTIVE-----	\$5.74	\$6.66	\$6.94	\$6.84	-	\$5.98	\$6.36	\$5.09	-	-	-	-	-
MECHANICS-----	-	-	-	-	-	-	-	-	6.82	5.27	-	5.17	6.40
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	6.17	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	5.93	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS-----	-	-	-	-	-	-	-	-	4.13	-	-	-	3.86
LABORERS, MATERIAL HANDLING-----	-	-	4.97	4.13	-	-	4.49	-	3.72	3.34	-	-	4.18
ORDER FILLERS-----	-	7.09	-	-	-	6.60	-	-	6.00	3.69	-	-	4.12
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	6.65	6.95	-	-	-	-	-	-	-	-	-	-	-
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	6.76	6.35	-	6.85	4.86	\$6.26	5.22	6.62
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.67	7.12	-	-	-	-	6.36	-	-	5.16	-	5.60	6.88
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	6.43	-	6.90	4.69	-	-	6.69
TRUCKERS, POWER (FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	5.15	-	-	-	-	-	4.97
WAREHOUSEMEN-----	-	-	-	-	-	-	-	-	4.26	-	-	-	4.89

Table A-11. Hourly earnings of plant workers, January through December 1975—public utilities—Continued

OCCUPATION	SOUTH—CONTINUED											
	DAYTONA BEACH	FORT LAUDERDALE— HOLLYWOOD AND WEST PALM BEACH— BOCA RATON	GAINES— VILLE	GREENSBORO— WINSTON-SALEM— HIGH POINT	GREENVILLE— SPARTANBURG	HOUSTON	HUNTS— VILLE	JACKSON	JACKSON— VILLE	LEXINGTON— FAYETTE	LOUIS— VILLE	MELBOURNE— TITUSVILLE— COCOA
	AUGUST	APRIL	SEPTEMBER	AUGUST	JUNE	APRIL	FEBRUARY	FEBRUARY	DECEMBER	NOVEMBER	NOVEMBER	AUGUST
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	-	-	-	-	-	\$4.84	-	-	-	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	3.98	-	-	-	-	-	-
HELPERS, TRADES-----	-	-	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	\$5.41	\$4.97	5.83	-	-	\$6.57	\$6.66	\$6.79	-
MECHANICS, AUTOMOTIVE-----	-	-	-	-	-	-	-	-	-	-	6.45	-
MECHANICS-----	-	-	-	-	-	-	-	-	-	-	-	-
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS-----	-	-	-	3.54	-	3.49	-	-	3.77	3.16	4.67	-
LABORERS, MATERIAL HANDLING-----	-	-	-	4.70	-	3.18	-	-	-	-	-	-
ORDER FILLERS-----	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	-	\$5.91	-	4.90	4.67	5.77	-	-	6.03	7.11	6.65	-
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	-	4.54	-	6.08	-	-	7.10	-	6.24	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	-	-	5.13	-	4.96	-	-	5.73	7.15	6.97	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	-	-	-	-	-	4.03	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	-	-	-	-	3.94	-	-	5.82	-	-	-

Table A-11. Hourly earnings of plant workers, January through December 1975—public utilities—Continued

OCCUPATION	SOUTH—CONTINUED									NORTH CENTRAL				
	MEMPHIS	MIAMI	NEW ORLEANS	NORFOLK-VIRGINIA BEACH-PORTSMOUTH	OKLAHOMA CITY	RALEIGH-DURHAM	RICHMOND	SAN ANTONIO	WASHINGTON	AKRON	CANTON	CHICAGO	CINCINNATI	CLEVELAND
	NOVEMBER	OCTOBER	JANUARY	MAY	AUGUST	FEBRUARY	JUNE	MAY	MARCH	DECEMBER	MAY	MAY	FEBRUARY	SEPTEMBER
ALL WORKERS-- CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	\$7.71	-	\$5.05	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	-	7.56	-	6.02	-	-	-	-	-	-	-	\$6.14	\$5.20	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	-	-	-	-	-	-	-	6.25	-
HELPERS, TRADES-----	-	-	\$3.66	4.25	-	-	\$5.11	-	-	-	-	7.40	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	7.65	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	\$6.72	6.10	5.50	5.36	\$6.52	\$5.24	6.19	\$5.53	\$6.23	\$7.06	\$5.54	7.20	-	-
MECHANICS-----	-	-	5.09	6.45	-	-	-	-	-	-	-	7.24	6.67	\$6.88
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	6.22	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	-	-	-	4.49	-	-	-	-	4.43	-	-	5.15	-	-
JANITORS, PORTERS, AND CLEANERS-----	3.28	4.94	3.45	3.55	3.24	-	3.55	2.60	4.16	4.25	4.11	4.87	3.59	4.74
LABORERS, MATERIAL HANDLING-----	-	-	-	-	-	-	3.78	-	4.99	7.15	-	6.39	6.53	-
ORDER FILLERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	7.05	5.94	5.80	5.33	6.70	5.73	4.92	5.62	5.99	7.09	-	5.75	-	-
LIGHT (UNDER 1-1/2 TONS)-----	-	-	3.75	-	-	-	-	-	-	-	-	6.83	6.71	7.12
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	7.01	5.00	6.01	-	6.57	-	4.46	5.79	5.06	-	-	6.66	6.56	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	7.06	6.98	5.75	5.55	6.69	5.72	4.98	5.35	-	7.08	-	6.89	6.76	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	6.26	-	-	-	-	6.68	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.30	-	5.03	4.34	-	-	-	-	-	-	-	6.09	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	5.25	-	4.01	-	-	-	-	-	-	-	6.42	-	-

Table A-11. Hourly earnings of plant workers, January through December 1975—public utilities—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED														
	COLUMBUS	DAVENPORT- RUCK ISLAND- MOLINE	DAYTON	DETROIT	GREEN BAY	INDIAN- APOLIS	KANSAS CITY	MILWAUKEE	MINNE- APOLIS- ST PAUL	OMAHA	SAGINAW	ST LOUIS	SOUTH BEND	TOLEDO	WICHITA
	OCTOBER	FEBRUARY	DECEMBER	MARCH	JULY	OCTOBER	SEPTEMBER	APRIL	JANUARY	OCTOBER	NOVEMBER	MARCH	MARCH	MAY	APRIL
ALL WORKERS-- CONTINUED															
MAINTENANCE AND POWERPLANT															
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	\$5.46	-	-	-	\$5.58	\$5.47	-	-	-	-	\$5.94	-
ELECTRICIANS-----	-	-	-	-	-	-	-	-	6.32	-	-	\$5.13	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	6.06	-	-	-	-	5.22	-	-	-	-	-	-
HELPERS, TRADES-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	6.28	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	6.61	-	-	-	6.30	6.77	\$6.46	-	6.26	\$6.51	6.63	\$5.95
MECHANICS, AUTOMOTIVE-----	\$6.88	\$6.58	\$6.27	6.61	\$7.07	\$6.77	\$7.26	-	6.93	-	-	6.60	-	-	-
MECHANICS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT															
GUARDS AND WATCHMEN-----	-	-	-	5.66	-	-	5.41	-	5.32	-	-	4.12	-	-	-
JANITORS, PORTERS, AND CLEANERS-----	3.93	4.32	4.24	4.89	-	4.31	5.40	3.97	4.69	4.35	-	4.56	-	4.47	3.68
LABORERS, MATERIAL HANDLING-----	6.61	6.59	-	6.49	6.73	6.72	6.33	6.57	6.57	-	-	6.25	-	6.32	-
ORDER FILLERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	5.92	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	6.60	6.68	6.64	6.59	7.09	7.07	7.07	6.46	6.57	7.04	-	6.57	6.80	6.38	-
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	-	7.03	-	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	-	-	-	6.84	-	-	6.54	6.92	-	-	-	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	7.20	-	-	6.53	-	7.15	-	6.85	6.48	7.12	-	6.69	-	-	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	7.21	-	6.01	-	-	-	6.19	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	6.26	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	5.60	-	-	-	-	-	6.01	-	-	-	-	6.56	-	4.69	-

Table A-11. Hourly earnings of plant workers, January through December 1975—public utilities—Continued

OCCUPATION	WEST											
	ANAHEIM- SANTA ANA- GARDEN GROVE	BILLINGS	DENVER- BOULDER	FRESNO	LOS ANGELES- LONG BEACH	PORTLAND	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO	SAN FRAN- CISCO- OAKLAND	SAN JOSE	SEATTLE- EVERETT
	OCTOBER	JULY	DECEMBER	JUNE	OCTOBER	MAY	DECEMBER	NOVEMBER	NOVEMBER	MARCH	MARCH	JANUARY
ALL WORKERS-- CONTINUED												
MAINTENANCE AND POWERPLANT												
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	-	-	-	-	-	-	-	-	-	\$7.01	-	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	-	-	-	-	7.57	-	-
HELPERS, TRADES-----	-	-	\$5.54	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	\$5.85	\$6.85	7.42	\$6.45	\$7.27	\$7.09	\$7.62	\$7.60	\$5.99	7.59	\$6.63	\$6.93
MECHANICS-----	-	-	6.59	-	-	-	-	-	-	-	-	-
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT												
GUARDS AND WATCHMEN-----	-	-	-	-	5.00	-	-	-	-	5.74	-	-
JANITORS, PORTERS, AND CLEANERS-----	-	-	5.11	-	5.41	4.32	-	4.36	-	4.68	-	4.71
LABORERS, MATERIAL HANDLING-----	-	-	-	-	6.71	6.24	-	6.34	-	7.09	-	6.73
ORDER FILLERS-----	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	5.32	-	6.81	5.36	5.49	6.72	-	6.26	6.69	6.96	6.53	6.89
LIGHT (UNDER 1-1/2 TONS)---	-	-	-	-	7.05	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	6.85	-	6.92	-	-	5.98	6.83	-	-	6.86
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	-	6.76	-	7.09	6.80	7.51	7.09	-	7.04	7.06	6.96
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	7.03	6.73	-	-	-	7.04	-	-
TRUCKERS, POWER (FORKLIFT)---	-	-	7.04	-	7.25	-	-	6.71	-	7.04	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	-	7.01	-	6.33	-	-	-	-	6.28	-	-

Table A-12. Percent increases in average hourly earnings for selected occupational groups in all industries, manufacturing, and nonmanufacturing, adjusted for employment shifts, January–December 1975¹

Metropolitan area	All industries					Manufacturing					Nonmanufacturing			
	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Unskilled plant workers (men)
<u>Northeast</u>														
Albany-Schenectady-Troy	8.6	-	9.3	7.7	9.8	-	-	10.2	7.7	10.9	9.4	-	-	7.6
Binghamton	7.5	6.1	7.7	7.5	7.2	-	5.9	7.7	7.5	9.5	-	-	-	-
Boston	8.1	6.3	9.2	7.9	8.2	7.7	7.7	9.9	7.6	8.4	8.3	5.5	7.8	8.2
Buffalo	8.1	7.7	10.6	9.9	8.9	9.2	9.0	12.0	10.1	9.9	6.5	-	-	6.4
Hartford	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Nassau-Suffolk	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Newark	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
New York	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Northeast Pennsylvania	6.7	-	7.1	6.6	7.6	8.1	-	6.5	7.2	8.3	5.9	-	-	6.8
Paterson-Clifton-Passaic	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Philadelphia	7.9	8.1	8.6	9.5	9.2	8.3	6.8	8.5	10.3	10.2	7.6	8.8	8.6	8.3
Pittsburgh	11.1	11.3	13.1	13.7	11.3	12.7	12.0	13.5	14.4	14.5	9.3	10.1	-	6.6
Portland	7.6	-	-	9.0	11.2	-	-	-	8.4	9.8	7.7	-	-	12.5
Poughkeepsie	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Providence-Warwick-Pawtucket	8.1	7.0	7.8	8.2	6.8	7.1	-	7.3	7.6	7.5	9.0	-	-	5.5
Syracuse	7.2	7.2	7.3	8.1	6.9	7.8	7.1	7.5	7.9	7.3	6.9	-	-	6.0
Trenton	8.1	8.8	6.8	7.2	8.7	7.5	-	6.8	7.1	8.3	-	-	-	-
Utica-Rome	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Worcester	8.4	9.3	10.3	9.2	5.5	10.6	-	-	9.3	4.7	-	9.5	-	7.7
York	9.6	-	5.1	10.5	9.4	9.5	-	-	11.3	9.7	-	-	-	8.9
<u>South</u>														
Atlanta	10.2	10.6	12.2	10.2	8.3	11.2	-	-	11.1	11.5	10.0	10.3	10.1	7.3
Austin	8.8	7.6	-	-	8.0	-	-	-	-	7.8	8.7	-	-	-
Baltimore	9.4	8.5	10.5	11.3	11.6	11.3	10.5	10.2	12.5	14.6	8.4	7.7	-	9.0
Birmingham	9.6	8.9	10.3	14.1	14.3	-	-	10.6	14.8	14.9	9.3	8.3	-	14.5
Chattanooga	7.5	7.3	-	8.1	7.7	-	-	-	8.1	8.7	7.3	6.5	-	3.9
Corpus Christi	-	-	-	13.8	9.2	-	-	-	14.2	11.4	-	-	-	7.3
Dallas-Fort Worth	8.2	9.2	9.3	8.8	8.9	7.4	8.6	9.6	8.6	7.5	8.6	9.2	-	9.7
Daytona Beach	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	8.6	-	-	9.4	9.8	-	-	-	8.4	-	8.4	-	-	8.2
Gainesville	-	-	-	-	11.6	-	-	-	-	-	-	-	-	7.5
Greensboro-Winston-Salem-High Point	7.3	4.6	10.0	8.2	10.5	8.1	7.1	10.0	8.8	9.9	6.4	2.4	-	11.3
Greenville-Spartanburg	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Houston	11.9	10.6	12.4	13.1	12.5	12.7	-	12.2	14.4	12.6	11.6	10.0	-	12.5
Huntsville	6.9	-	-	8.0	12.1	-	-	-	-	9.5	-	-	-	-
Jackson	8.3	-	-	7.7	13.3	-	-	-	7.8	12.2	8.1	-	-	14.9
Jacksonville	9.3	6.7	9.7	7.1	4.9	-	-	-	7.7	9.6	9.4	6.6	-	1.7
Lexington-Fayette	7.9	-	-	10.0	5.8	-	-	-	9.7	7.5	7.2	-	-	-
Louisville	8.9	6.8	8.3	8.9	9.1	8.0	-	8.3	8.8	9.0	9.6	7.1	-	9.4
Melbourne-Titusville-Cocoa	7.5	-	-	14.6	-	-	-	-	-	-	-	-	-	-
Memphis	7.6	4.1	8.7	9.2	9.0	8.6	-	-	9.5	9.1	7.3	3.5	-	9.6
Miami	6.8	3.5	-	7.3	6.5	7.1	-	-	-	6.0	6.8	3.3	-	6.5
New Orleans	9.1	7.2	-	8.9	11.5	-	-	-	10.3	9.8	8.8	7.6	-	12.0
Norfolk-Virginia Beach-Portsmouth	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Oklahoma City	8.8	7.6	-	8.7	10.6	8.9	-	-	9.8	13.2	8.8	-	-	9.6
Raleigh-Durham	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Richmond	9.0	7.3	10.0	11.8	12.5	10.0	7.5	10.5	13.1	12.5	8.6	7.5	-	12.5
San Antonio	8.6	2.6	-	6.6	8.8	-	-	-	-	9.2	8.5	2.8	-	9.1
Washington	7.8	7.9	6.6	9.5	7.9	-	-	-	11.3	15.2	7.7	7.9	-	7.1

See footnotes at end of B-series tables.

Table A-12. Percent increases in average hourly earnings for selected occupational groups in all industries, manufacturing, and nonmanufacturing, adjusted for employment shifts, January–December 1975 — Continued

Metropolitan area	All industries					Manufacturing					Nonmanufacturing			
	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Unskilled plant workers (men)
North Central														
Akron	6.3	5.9	7.7	5.2	6.0	6.2	5.6	7.5	5.0	6.1	6.5	-	-	6.0
Canton	11.9	11.4	14.1	13.0	12.9	13.3	-	14.1	13.3	14.2	-	-	-	7.0
Chicago	8.5	7.6	9.6	10.2	9.8	9.0	9.6	9.4	10.8	10.6	8.1	6.5	10.2	9.3
Cincinnati	9.1	10.1	10.4	10.2	11.7	8.9	9.5	11.0	10.6	10.6	9.4	10.7	-	14.2
Cleveland	8.0	8.4	8.9	8.1	8.9	8.3	7.8	9.2	8.3	8.6	7.7	8.7	-	9.4
Columbus	10.0	6.6	10.0	9.5	8.9	8.4	-	9.8	10.3	8.4	10.7	6.2	-	9.2
Davenport–Rock Island–Moline	10.7	11.1	10.4	12.4	12.6	10.4	-	10.4	12.5	13.1	10.9	-	-	10.6
Dayton	7.2	7.4	10.6	6.8	7.6	7.4	8.3	10.6	6.6	8.7	6.6	-	-	3.0
Detroit	10.5	9.5	13.0	10.4	11.4	12.3	9.7	13.0	10.5	12.4	8.9	9.7	-	9.1
Green Bay	10.1	-	-	9.6	9.2	11.5	-	-	9.3	8.5	-	-	-	-
Indianapolis	8.4	7.6	9.2	8.7	9.6	8.5	9.4	9.2	9.1	10.1	8.4	6.5	-	9.0
Kansas City	8.8	8.7	10.8	10.5	9.7	9.3	-	11.3	11.1	10.4	8.7	8.4	-	9.4
Milwaukee	9.5	9.3	10.3	11.2	9.6	9.4	9.3	10.5	11.9	12.3	9.6	9.6	-	5.1
Minneapolis–St. Paul	8.6	8.4	7.8	9.2	9.3	7.7	6.9	6.5	9.0	9.3	9.0	10.2	-	9.2
Omaha	8.8	9.6	-	9.1	9.6	-	-	-	10.0	8.8	8.6	9.4	-	10.0
Saginaw	7.9	-	-	-	10.1	-	-	-	-	-	-	-	-	-
St. Louis	9.0	9.2	11.1	9.7	9.2	10.0	8.8	11.4	10.1	10.5	8.1	9.5	-	7.0
South Bend	6.1	8.7	6.8	8.5	8.1	5.2	-	6.9	8.7	7.3	7.3	-	-	10.4
Toledo	10.2	7.5	11.7	10.2	9.5	10.8	8.6	11.8	10.8	12.1	8.7	-	-	5.9
Wichita	9.6	10.1	5.8	9.4	10.3	10.3	-	5.7	9.0	8.9	8.5	-	-	11.0
West														
Anaheim–Santa Ana–Garden Grove	8.1	6.2	-	8.7	5.3	8.6	-	-	8.7	-	7.5	-	-	3.7
Billings	6.5	-	-	16.8	9.0	-	-	-	-	-	7.1	-	-	-
Denver–Boulder	9.0	6.6	7.8	8.7	8.6	9.2	-	5.8	8.9	6.2	8.8	6.4	-	9.5
Fresno	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Los Angeles–Long Beach	8.6	8.2	9.2	8.2	6.4	8.7	10.0	9.3	8.5	7.2	8.6	7.1	8.8	6.0
Portland	10.3	10.4	-	10.6	11.0	10.8	-	-	11.3	11.1	10.0	-	-	10.7
Sacramento	8.3	-	-	8.7	8.0	-	-	-	8.7	7.9	7.6	-	-	7.9
Salt Lake City–Ogden	9.0	8.1	-	9.2	7.7	7.8	-	-	9.3	8.0	9.5	7.9	-	7.6
San Diego	8.5	7.7	11.4	10.4	7.4	10.0	8.6	11.6	10.0	-	7.7	6.5	-	-
San Francisco–Oakland	10.0	9.2	11.9	11.4	11.9	12.2	10.9	12.8	11.7	9.3	9.2	8.8	-	-
San Jose	10.7	9.0	10.6	13.2	13.4	10.6	9.1	10.3	12.7	11.1	11.2	-	-	12.7
Seattle–Everett	9.4	10.8	12.4	11.6	-	-	-	-	11.7	10.9	8.3	11.3	-	-

See footnotes at end of B-series tables.

NOTE: Data not comparable to previously published trend estimates. For details, see appendix A.

Table A-13. Weekly earnings of office workers, July through December 1974—all industries

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
BILLERS, MACHINE													
BILLING MACHINE-----	-	-	\$117.00	\$145.00	\$91.00	\$138.50	\$103.00	\$99.50	-	-	\$124.00	\$90.50	-
BOOKKEEPING MACHINE-----	-	-	134.50	-	92.50	121.00	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A-----	\$153.00	-	150.00	-	133.50	144.50	-	-	-	-	-	123.00	-
CLASS B-----	122.00	-	127.00	116.00	105.00	120.00	107.00	120.50	\$116.00	\$108.50	126.50	109.50	-
CLERKS													
ACCOUNTING, CLASS A-----	168.00	\$131.00	161.50	183.50	120.00	160.50	157.50	151.00	162.50	141.00	169.50	143.00	\$143.00
ACCOUNTING, CLASS B-----	136.00	107.50	129.00	133.00	105.00	133.00	124.50	114.50	141.50	108.50	135.00	114.00	103.50
FILE, CLASS A-----	-	-	124.00	-	-	129.50	-	-	-	123.50	152.00	112.00	-
FILE, CLASS B-----	126.50	-	107.00	-	104.50	107.50	-	-	112.50	105.50	114.00	97.00	-
FILE, CLASS C-----	101.00	97.00	105.00	111.50	86.00	98.50	85.00	93.00	105.50	100.50	101.50	91.00	-
ORDER-----	135.00	107.00	145.00	140.50	125.50	140.00	127.00	144.00	160.50	125.00	126.50	131.50	-
PAYROLL-----	129.50	110.50	141.50	179.50	115.00	151.50	128.00	143.50	145.00	112.50	175.00	131.50	125.50
KEYPUNCH OPERATORS													
CLASS A-----	156.00	147.50	139.00	165.00	119.00	147.50	125.00	147.50	135.50	134.50	152.00	138.00	133.50
CLASS B-----	127.50	114.00	124.00	125.50	112.50	128.50	113.00	120.00	126.00	106.50	130.50	110.50	103.50
MESSENGERS-----	123.00	99.00	107.00	116.50	91.00	112.50	111.00	104.00	113.00	91.00	110.00	102.50	-
SECRETARIES-----	169.00	179.50	166.00	171.00	139.00	167.50	143.00	162.50	165.50	147.00	159.50	144.50	145.50
CLASS A-----	191.50	207.00	201.00	191.00	143.00	204.50	-	204.00	-	175.00	172.50	167.50	-
CLASS B-----	188.00	203.00	182.00	193.00	149.00	183.50	156.00	172.00	186.00	160.00	172.00	150.50	145.00
CLASS C-----	166.00	180.50	167.50	175.00	139.50	170.00	136.00	171.00	169.00	150.00	159.00	156.00	150.50
CLASS D-----	148.50	140.00	153.00	147.50	126.00	147.50	131.00	150.00	148.00	123.00	143.00	133.50	136.00
STENOGRAPHERS, GENERAL-----	140.00	135.50	141.00	142.50	112.00	139.50	122.00	135.50	140.00	115.00	147.50	124.00	133.00
STENOGRAPHERS, SENIOR-----	154.50	148.50	154.50	159.50	130.00	155.50	130.50	148.50	145.00	146.00	140.50	137.50	-
SWITCHBOARD OPERATORS-----	-	138.00	-	-	103.00	-	-	133.50	-	-	-	-	96.50
CLASS A-----	148.50	-	139.50	161.00	-	149.00	-	-	-	131.00	140.00	-	-
CLASS B-----	132.00	97.00	120.50	121.50	-	128.50	109.00	-	130.00	95.00	121.50	100.00	-
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	123.50	109.00	131.00	124.50	109.50	128.00	105.00	122.00	131.50	108.00	126.00	114.50	99.00
TABULATING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	224.50	-	-	-	-	-	-	-
CLASS B-----	-	-	152.00	-	-	169.50	-	-	-	-	179.00	-	-
CLASS C-----	-	-	-	-	-	153.00	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL-----	126.50	-	130.50	129.50	110.00	125.50	117.00	-	125.00	-	117.50	109.50	-
TYPISTS													
CLASS A-----	150.50	-	131.50	138.00	140.50	129.50	-	132.50	126.00	111.00	135.50	114.50	-
CLASS B-----	112.00	110.00	114.00	116.00	99.00	112.50	97.00	112.50	113.50	102.50	109.50	105.00	113.50

Table A-13. Weekly earnings of office workers, July through December 1974—all industries—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS--CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE-----	\$124.50	-	-	\$143.50	\$146.50	-	\$133.00	-	\$127.00	\$152.50	-	-	\$128.50
BOOKKEEPING MACHINE-----	118.50	-	\$119.00	-	-	-	94.50	-	121.00	128.50	\$101.50	-	132.50
BOOKKEEPING-MACHINE OPERATORS													
CLASS A-----	129.00	-	-	137.00	-	-	146.50	-	-	162.50	-	-	141.00
CLASS B-----	112.50	-	-	121.50	121.00	-	115.00	-	105.50	129.00	109.50	\$128.50	128.50
CLERKS													
ACCOUNTING, CLASS A-----	162.50	\$158.00	129.00	142.50	147.50	\$150.50	182.50	\$142.50	151.00	167.00	164.00	181.00	160.00
ACCOUNTING, CLASS B-----	119.50	111.50	113.00	123.00	116.00	114.00	133.00	127.50	120.00	137.50	113.50	142.50	127.00
FILE, CLASS A-----	121.50	-	-	137.00	-	-	-	-	-	-	103.00	146.50	133.50
FILE, CLASS B-----	106.50	-	-	107.50	122.50	-	112.50	-	111.50	109.50	97.00	111.50	115.00
FILE, CLASS C-----	91.00	-	-	103.00	90.50	107.50	85.50	-	98.50	96.50	85.00	99.00	101.00
ORDER-----	139.00	-	-	-	120.50	138.00	-	-	135.50	124.00	122.00	169.00	142.50
PAYROLL-----	140.50	-	-	139.00	138.50	120.00	138.00	-	151.00	136.50	139.50	161.50	159.00
TYPEWRITER OPERATORS													
CLASS A-----	142.50	-	132.00	150.00	141.50	146.00	143.50	155.00	138.00	146.50	130.00	170.00	147.50
CLASS B-----	120.50	-	111.50	117.50	126.50	116.00	122.00	124.50	120.50	129.00	108.00	134.50	135.50
ESSENERS-----	101.00	-	-	109.50	103.50	100.00	108.50	-	104.50	114.00	93.50	109.00	120.50
SECRETARIES-----	160.50	144.50	139.00	147.50	151.50	157.00	157.00	168.50	143.00	163.00	145.50	168.50	167.00
CLASS A-----	177.50	-	-	162.00	182.50	183.00	167.50	-	156.00	195.50	165.00	205.50	206.50
CLASS B-----	170.00	139.00	159.00	150.50	163.50	172.50	161.00	182.50	147.50	174.50	152.00	185.50	180.50
CLASS C-----	160.00	160.50	-	149.50	152.00	174.50	163.50	176.50	157.50	156.00	147.00	165.00	164.50
CLASS D-----	149.00	133.00	133.00	136.50	139.00	129.50	146.50	151.00	127.00	143.00	135.00	145.50	148.00
TELETYPE OPERATORS, GENERAL-----	140.50	142.50	140.00	139.50	156.50	135.00	143.00	139.50	139.00	147.00	121.00	135.50	139.50
TELETYPE OPERATORS, SENIOR-----	167.00	-	139.00	143.00	156.00	148.50	160.00	160.00	160.00	162.50	155.50	162.50	165.00
TELETYPE OPERATORS-----	-	101.50	-	116.50	105.00	-	115.00	116.00	-	-	117.50	-	135.50
CLASS A-----	139.50	-	-	-	-	98.50	-	-	-	154.50	-	172.00	-
CLASS B-----	104.00	-	-	-	-	-	-	-	113.00	106.50	-	120.50	-
TELETYPE OPERATOR-----	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEPTIONISTS-----	123.50	-	102.50	108.50	115.00	122.00	116.00	91.00	119.00	127.00	109.00	132.00	124.50
TELETYPE-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	148.50	-	-	-	-	-	161.50	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	170.50
TELETYPE-MACHINE OPERATORS, GENERAL-----	124.50	-	-	116.50	115.50	-	-	-	116.50	-	118.00	144.00	127.00
PISTIS-----	127.00	-	139.00	133.50	119.50	-	144.00	152.00	137.50	140.00	113.00	139.50	138.00
CLASS B-----	111.00	114.50	-	121.00	105.50	120.50	109.00	112.50	134.00	113.50	97.00	115.50	117.50

Table A-13. Weekly earnings of office workers, July through December 1974—all industries—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE-----	-	\$123.00	-	\$164.00	\$166.00	-	-	-	-	\$145.50	\$199.50	-	\$118.00	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	108.00	-
BOOKKEEPING-MACHINE OPERATORS														
CLASS A-----	\$127.50	152.50	-	-	151.50	\$137.00	-	-	\$110.50	-	166.50	\$143.50	123.00	-
CLASS B-----	121.00	126.00	-	127.00	118.00	116.50	-	-	93.00	-	144.00	-	107.00	-
CLERKS														
ACCOUNTING, CLASS A-----	157.50	182.50	\$164.50	153.50	172.00	160.00	\$177.50	\$161.00	149.50	155.00	164.50	164.50	158.00	\$157.50
ACCOUNTING, CLASS B-----	119.50	120.50	114.50	118.50	126.00	122.00	135.50	134.50	106.00	127.00	139.00	136.50	105.00	124.50
FILE, CLASS A-----	134.50	-	-	140.50	142.50	149.50	-	-	-	135.00	142.50	-	-	-
FILE, CLASS B-----	105.50	125.00	110.50	114.00	107.00	109.50	-	118.00	115.00	103.00	134.50	114.00	103.50	-
FILE, CLASS C-----	86.50	95.50	-	95.50	92.00	89.00	116.00	101.00	82.50	92.00	102.00	98.00	-	89.50
GROUP-----	125.50	135.00	158.00	136.00	139.00	133.50	131.00	150.00	-	136.50	155.00	157.00	159.00	140.50
PAYROLL-----	150.00	150.50	159.00	150.00	157.00	169.50	159.50	158.50	150.50	152.50	171.50	171.50	140.50	150.00
KEYPUNCH OPERATORS														
CLASS A-----	140.50	150.00	119.50	153.00	150.50	143.50	155.50	159.00	114.50	157.50	161.00	161.50	140.00	150.50
CLASS B-----	114.50	137.50	99.00	125.00	130.00	117.50	169.00	134.50	95.50	128.00	144.50	122.00	118.50	132.50
MESSENGEES-----	100.00	101.50	-	107.00	108.00	103.00	-	122.00	-	110.00	117.50	-	95.50	113.00
SECRETARIES-----	154.00	181.50	138.50	177.50	160.00	155.00	199.50	179.00	138.00	173.00	180.50	176.00	156.00	173.50
CLASS A-----	186.00	205.50	-	209.50	197.50	189.00	-	204.50	-	186.50	216.50	201.50	157.50	188.00
CLASS B-----	166.00	192.00	154.00	190.00	166.00	166.50	216.50	192.50	145.50	184.00	198.50	183.00	164.50	191.50
CLASS C-----	160.00	184.00	164.00	184.00	160.50	147.00	206.50	189.00	139.50	172.50	185.50	180.50	165.00	174.50
CLASS D-----	137.50	154.00	120.50	154.00	145.50	138.00	173.50	157.50	122.00	162.00	156.50	156.50	144.50	161.50
STENOGRAPHERS, GENERAL-----	129.50	135.50	123.00	133.50	138.50	130.00	169.50	156.00	156.50	147.00	152.50	156.50	126.50	149.00
STENOGRAPHERS, SENIOR-----	153.50	170.00	142.00	165.50	161.00	165.00	168.00	165.50	145.00	154.00	165.50	144.50	138.50	158.00
SWITCHBOARD OPERATORS-----	-	131.00	-	-	-	114.50	167.50	141.00	102.50	123.00	-	113.50	-	114.50
CLASS A-----	136.00	-	-	149.50	140.50	-	-	-	-	-	154.50	-	139.50	-
CLASS B-----	116.00	-	-	118.00	118.00	-	-	-	-	-	131.00	-	104.00	-
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	120.50	120.00	113.50	124.00	128.50	116.00	132.00	129.50	104.50	123.00	143.00	128.50	115.00	127.00
TABULATING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	188.00	-	-	-	-	-	-	186.00	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL-----	117.00	-	-	112.00	115.50	120.00	-	124.00	-	128.00	137.00	-	116.50	-
TYPISTS														
CLASS A-----	123.50	154.00	137.00	128.00	130.50	121.50	169.00	132.00	-	129.00	141.00	120.00	124.50	139.50
CLASS B-----	104.50	109.00	119.50	102.50	110.50	103.50	126.00	117.50	-	105.00	120.50	115.00	105.00	107.50

Table A-14. Weekly earnings of office workers, July through December 1974—manufacturing

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
BILLERS, MACHINE													
BILLING MACHINE	-	-	-	-	-	\$127.00	-	-	-	-	\$121.50	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A	-	-	-	-	-	154.00	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	128.00	-	-	-	-	-	-	-
CLERKS													
ACCOUNTING, CLASS A	\$163.00	\$128.00	\$158.50	\$195.00	\$143.00	174.00	\$153.50	\$166.50	\$163.00	\$140.00	192.50	\$142.00	\$163.50
ACCOUNTING, CLASS B	130.50	107.50	133.00	145.00	118.00	148.00	127.00	129.00	133.00	104.50	149.00	121.00	104.50
FILE, CLASS A	-	-	128.00	-	-	143.50	-	-	-	-	-	-	-
FILE, CLASS B	133.00	-	115.00	-	-	122.50	-	-	-	-	-	-	-
FILE, CLASS C	-	-	99.00	-	-	99.00	-	-	-	-	120.50	-	-
ORDER	144.00	-	140.00	164.50	-	147.50	-	141.00	162.00	128.00	128.00	147.50	-
PAYROLL	135.50	107.50	137.00	194.50	113.50	161.00	116.00	157.00	145.00	-	184.50	133.50	-
KEYPUNCH OPERATORS													
CLASS A	-	147.50	135.50	166.50	-	150.50	133.00	142.00	140.50	130.50	157.50	125.50	-
CLASS B	129.50	114.50	130.00	132.50	108.50	128.50	-	129.00	121.50	108.00	139.00	112.50	-
MESSAGERS	120.50	-	119.50	120.00	-	117.00	-	103.00	-	-	120.00	109.50	-
SECRETARIES													
CLASS A	-	179.00	172.00	174.00	145.50	176.00	148.00	160.50	166.00	146.50	168.00	150.00	167.00
CLASS B	-	212.50	203.50	199.50	144.50	209.50	-	178.00	-	-	191.00	-	-
CLASS C	-	201.50	187.50	195.00	155.50	189.50	-	170.50	188.00	160.00	197.00	158.50	-
CLASS D	-	180.00	176.00	179.50	143.50	179.50	155.00	164.00	168.50	149.00	181.50	161.00	174.50
STENOGRAPHERS, GENERAL	146.50	132.50	156.50	152.00	139.50	153.50	141.00	152.00	150.50	122.00	145.50	138.00	162.00
STENOGRAPHERS, SENIOR	132.50	-	144.00	143.50	-	144.00	-	-	140.50	-	147.00	128.50	-
SWITCHBOARD OPERATORS	-	151.50	144.00	169.00	130.00	155.50	-	145.00	143.00	-	145.50	140.00	-
CLASS A	-	-	-	-	115.50	-	-	-	-	-	-	-	-
CLASS B	147.50	136.50	144.50	-	-	162.50	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	140.50	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	129.00	107.00	132.50	128.00	108.50	127.50	114.00	121.50	133.00	113.00	128.50	116.00	121.00
TELETYPE-MACHINE OPERATORS													
CLASS A	-	-	-	-	-	234.50	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	-	-	136.00	-	-	135.00	-	-	128.50	-	108.50	-	-
TYPEWRITERS													
CLASS A	-	-	129.50	156.00	-	137.00	-	133.50	121.50	-	140.50	-	-
CLASS B	112.00	-	114.00	118.50	100.50	119.00	-	122.00	116.50	102.00	129.50	116.00	-

Table A-14. Weekly earnings of office workers, July through December 1974—manufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	\$144.50	-	-	-	-	-	\$141.50
CLASS B-----	\$113.50	-	-	-	-	-	-	-	-	-	-	-	129.50
CLERKS													
ACCOUNTING, CLASS A-----	156.50	-	-	\$138.50	\$149.50	\$143.00	190.50	\$138.00	\$162.00	\$162.00	\$150.00	\$177.50	169.00
ACCOUNTING, CLASS B-----	112.50	\$132.00	-	119.50	122.00	113.50	125.50	-	126.50	121.50	119.50	141.50	132.00
FILE, CLASS A-----	-	-	-	145.50	-	-	-	-	-	-	-	-	-
FILE, CLASS B-----	97.50	-	-	-	-	-	-	-	-	-	-	118.50	121.00
FILE, CLASS C-----	89.50	-	-	94.00	-	-	-	-	102.50	-	-	-	106.50
ORDER-----	129.00	-	-	-	-	-	120.00	-	125.50	-	138.00	187.00	144.50
PAYROLL-----	131.50	-	-	131.50	134.00	125.50	143.00	-	148.00	132.50	145.00	151.50	164.00
KEYPUNCH OPERATORS													
CLASS A-----	153.00	-	-	141.50	-	153.50	154.50	-	154.50	133.00	137.50	158.50	148.50
CLASS B-----	119.50	-	\$114.00	117.00	119.00	118.00	133.50	-	120.50	125.50	111.50	137.50	140.50
MESSENGERS-----	104.00	-	-	110.00	-	-	110.00	-	-	-	-	102.50	121.50
SECRETARIES-----	161.00	-	161.00	149.50	156.00	179.50	170.50	-	154.50	153.50	147.50	172.50	172.00
CLASS A-----	164.00	-	-	161.50	-	-	182.50	-	159.50	-	173.00	209.50	204.00
CLASS B-----	166.50	-	-	149.00	-	-	176.50	-	162.50	163.00	159.00	190.50	187.00
CLASS C-----	158.00	-	-	155.00	159.50	-	176.00	-	155.00	156.00	144.50	164.50	169.00
CLASS D-----	160.00	137.50	157.50	127.50	153.50	150.00	155.50	-	135.00	144.00	131.00	147.50	154.00
STENOGRAPHERS, GENERAL-----	161.00	-	-	138.00	-	-	133.00	-	135.00	141.00	121.00	133.00	138.00
STENOGRAPHERS, SENIOR-----	182.00	-	-	149.50	146.50	154.50	164.00	-	159.00	149.00	156.50	161.50	163.50
SWITCHBOARD OPERATORS-----	-	-	-	130.50	-	-	150.50	-	-	-	-	-	152.00
CLASS A-----	153.50	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS-----	114.50	-	106.50	103.50	113.50	124.00	115.00	-	129.50	119.50	108.50	129.00	125.50
TABULATING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL-----	117.00	-	-	114.50	-	-	-	-	-	-	137.50	136.50	130.00
TYPISTS													
CLASS A-----	134.00	-	-	147.50	-	-	144.00	-	-	-	116.00	137.00	141.50
CLASS B-----	104.50	-	-	123.50	-	-	113.00	-	110.50	116.50	-	119.50	122.00

Table A-14. Weekly earnings of office workers, July through December 1974—manufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL—CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-Boulder	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS--CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS														
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS														
ACCOUNTING, CLASS A	\$153.50	\$193.50	\$172.50	\$178.50	\$169.50	\$161.00	\$217.00	\$159.50	-	\$151.00	\$166.00	\$187.00	\$159.50	\$156.00
ACCOUNTING, CLASS B	123.00	129.00	127.00	128.50	127.50	137.00	137.00	135.50	-	131.50	132.50	145.50	117.00	140.50
FILE, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B	-	120.50	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS C	-	100.50	-	-	-	-	-	-	-	-	-	-	-	-
ORDER	117.50	141.00	-	128.00	97.50	139.00	-	-	-	-	126.00	-	-	-
PAYROLL	148.50	154.00	150.00	155.50	152.50	158.00	172.00	138.50	-	131.00	149.00	-	141.00	128.00
KEYPUNCH OPERATORS								158.00	-	153.50	161.50	-	126.50	162.50
CLASS A	139.50	169.50	129.00	158.00	146.50	138.50	-	173.50	-	147.50	174.00	-	-	163.50
CLASS B	118.00	140.50	104.00	141.00	125.50	112.00	-	136.00	-	134.50	135.50	-	-	198.00
MESSENGERS	-	104.50	-	123.00	104.00	-	-	128.00	-	-	127.00	-	122.50	133.00
SECRETARIES	159.50	192.00	155.00	196.50	161.00	150.50	228.50	187.50	\$161.50	178.00	187.00	174.00	153.00	183.50
CLASS A	190.00	203.50	-	229.50	172.50	175.00	-	206.00	-	181.00	217.00	-	-	198.00
CLASS B	163.00	206.50	-	213.50	171.50	149.00	-	198.50	-	189.50	206.00	-	-	195.50
CLASS C	163.00	196.00	158.50	206.50	164.00	147.00	-	195.50	167.00	176.50	190.50	178.00	171.00	183.50
CLASS D	140.50	153.00	148.50	165.00	142.50	143.50	-	161.50	-	173.50	163.50	-	144.50	174.50
STENOGRAPHERS, GENERAL	116.50	133.50	122.50	122.50	141.50	131.50	-	158.50	-	154.00	157.50	-	124.00	159.50
STENOGRAPHERS, SENIOR	151.50	172.00	140.50	185.00	157.00	157.50	-	177.00	-	165.50	183.50	149.50	151.00	177.00
SWITCHBOARD OPERATORS	-	163.50	-	-	-	-	-	158.00	-	155.00	-	-	-	156.00
CLASS A	-	-	-	-	-	-	-	-	-	-	168.00	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	121.50	129.50	119.50	124.50	120.50	117.00	154.50	131.50	-	123.50	137.50	-	113.50	135.00
ABULATING-MACHINE OPERATORS														
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	124.50	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS														
CLASS A	146.00	161.50	-	132.00	123.00	126.00	-	140.00	-	132.00	153.00	-	139.00	163.50
CLASS B	115.50	109.50	119.50	106.50	112.00	-	130.50	129.50	-	-	135.00	-	107.50	126.00

Table A-15. Weekly earnings of office workers, July through December 1974—nonmanufacturing

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
BILLERS, MACHINE													
BILLING MACHINE-----	-	-	\$122.00	-	-	\$146.00	\$101.50	\$89.00	-	-	-	-	-
BOOKKEEPING MACHINE-----	-	-	125.00	-	-	120.50	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	140.50	-	-	-	-	-	-	-
CLASS B-----	\$115.00	-	125.50	\$108.50	\$103.50	117.00	107.50	120.50	-	-	\$121.00	\$108.00	-
CLERKS													
ACCOUNTING, CLASS A-----	174.00	-	163.00	157.00	-	151.00	158.50	139.00	-	\$141.00	158.50	145.00	\$132.00
ACCOUNTING, CLASS B-----	140.50	-	128.00	124.50	100.00	126.00	123.50	111.00	\$151.00	109.00	129.00	107.00	103.00
FILE, CLASS A-----	-	-	123.00	-	-	122.50	-	-	-	-	154.00	112.50	-
FILE, CLASS B-----	117.00	-	106.50	-	104.50	105.00	-	-	-	-	111.50	92.50	-
FILE, CLASS C-----	100.50	-	106.00	110.00	84.50	98.50	85.00	91.50	-	101.50	100.00	90.00	-
ORDER-----	131.50	-	148.50	120.50	113.00	134.50	125.50	146.50	-	-	126.50	-	-
PAYROLL-----	-	-	146.50	-	-	137.00	138.50	-	-	105.50	149.00	126.50	-
KEYPUNCH OPERATORS													
CLASS A-----	167.50	-	143.00	162.00	114.00	145.00	123.00	150.00	-	135.00	146.00	144.00	-
CLASS B-----	127.00	-	122.50	117.00	114.00	128.50	114.00	114.50	130.00	106.50	127.50	109.00	98.00
MESSENGERS	125.00	-	104.50	112.50	108.50	110.50	111.50	104.50	-	89.50	106.50	-	-
SECRETARIES	168.50	\$184.50	162.50	165.00	130.50	159.50	141.50	164.00	163.00	147.00	155.50	138.00	136.50
CLASS A-----	194.00	-	199.50	-	141.00	199.00	-	226.00	-	172.00	165.50	-	-
CLASS B-----	-	-	178.00	190.50	141.00	179.00	156.50	175.00	181.50	160.00	165.00	143.50	146.00
CLASS C-----	166.00	-	162.00	167.00	133.50	156.50	131.00	178.00	-	150.50	150.00	-	139.00
CLASS D-----	151.00	-	151.00	134.00	114.00	142.50	126.00	148.00	136.50	123.00	141.00	128.50	123.50
STENOGRAPHERS, GENERAL	142.50	-	140.00	142.00	111.00	136.50	122.50	141.00	-	-	148.00	120.50	134.50
STENOGRAPHERS, SENIOR	155.50	-	157.50	144.50	-	154.50	128.00	153.50	145.50	-	138.00	135.50	-
SWITCHBOARD OPERATORS	-	-	-	-	96.00	-	-	131.50	-	-	-	-	98.50
CLASS A-----	-	-	137.50	-	-	132.50	-	-	-	-	129.00	-	-
CLASS B-----	129.50	-	120.00	117.50	-	126.50	105.50	-	-	95.00	121.00	96.00	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	-	-	130.00	121.00	111.00	129.00	102.00	122.00	-	106.00	124.50	111.50	85.50
TABULATING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	157.50	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	-	-	129.00	-	-	123.00	117.00	-	-	-	120.50	-	-
TYPISTS													
CLASS A-----	151.00	-	132.00	121.00	-	126.00	-	132.00	-	-	132.50	114.00	-
CLASS B-----	112.00	-	114.00	113.50	97.50	110.50	97.00	109.00	-	102.50	105.00	97.50	-

Table A-15. Weekly earnings of office workers, July through December 1974—nonmanufacturing—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED											NORTH CENTRAL	
	DALLAS— FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO— WINSTON-SALEM— HIGH POINT	JACKSONVILLE	LEXINGTON— FAYETTE	LOUISVILLE	MELBOURNE— TITUSVILLE— COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE-----	\$122.50	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE-----	115.00	-	\$119.00	-	-	-	-	-	-	-	-	-	\$130.50
BOOKKEEPING-MACHINE OPERATORS									\$112.00	-	-	-	119.50
CLASS A-----	126.50	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	112.00	-	-	-	\$119.50	-	-	-	-	\$148.00	-	-	140.50
CLERKS										126.00	\$106.50	-	127.50
ACCOUNTING, CLASS A-----	166.00	\$156.50	126.50	\$150.50	147.50	\$154.00	\$175.50	\$145.50	145.50	168.00	170.50	-	151.50
ACCOUNTING, CLASS B-----	122.00	103.50	108.50	130.50	115.00	114.00	138.00	136.00	117.00	140.50	112.50	\$143.50	122.50
FILE, CLASS A-----	117.00	-	-	-	-	-	-	-	-	-	-	-	129.50
FILE, CLASS B-----	108.50	-	-	104.50	123.00	-	112.50	-	113.00	109.50	96.50	108.50	113.50
FILE, CLASS C-----	91.00	-	-	106.50	90.50	-	85.50	-	97.50	96.50	85.00	-	99.50
ORDER-----	142.50	-	-	-	116.00	-	-	-	141.50	123.50	117.50	145.00	140.00
PAYROLL-----	148.50	-	-	158.50	140.50	113.50	134.00	-	154.00	138.00	135.50	173.50	146.00
TYPEWRITER OPERATORS													
CLASS A-----	139.00	-	-	153.50	141.50	134.00	138.50	161.00	134.00	149.50	126.00	-	145.00
CLASS B-----	121.00	-	-	119.00	127.00	114.00	117.50	-	120.50	129.00	107.00	-	133.00
MESSAGERS-----	100.00	-	-	109.00	104.00	-	108.00	-	105.50	114.50	92.50	-	119.50
SECRETARIES-----	159.50	131.50	133.00	145.00	151.00	144.50	141.50	177.50	139.00	164.50	144.50	156.00	160.50
CLASS A-----	187.00	-	-	162.50	184.50	173.00	150.50	-	153.00	201.50	156.50	-	212.50
CLASS B-----	172.00	121.50	153.00	152.00	164.50	161.00	142.00	178.50	142.50	175.00	148.50	161.00	174.50
CLASS C-----	161.50	-	-	142.50	151.00	159.50	143.00	182.50	159.00	156.00	150.00	166.50	160.00
CLASS D-----	143.50	127.50	122.50	142.00	137.50	121.00	139.00	165.00	125.50	143.00	136.50	143.00	138.50
TELEGRAPHERS, GENERAL-----	130.00	-	137.00	141.50	157.50	135.50	153.00	144.00	142.50	148.50	121.00	142.50	140.50
TELEGRAPHERS, SENIOR-----	161.00	-	-	-	158.00	144.00	154.50	174.50	160.50	164.50	155.50	166.00	167.00
TELETYPE OPERATORS-----	-	98.50	-	104.00	103.50	-	106.00	-	-	-	115.50	-	126.00
CLASS A-----	133.00	-	-	-	-	-	-	-	-	161.00	-	-	-
CLASS B-----	103.50	-	-	-	-	89.50	-	-	111.00	106.50	-	111.50	-
TELETYPE OPERATOR-----	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEPTIONISTS-----	127.00	-	100.50	114.00	115.50	120.00	116.50	89.50	115.00	130.50	109.50	134.50	123.00
TELETYPE-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	153.50	-	-	-	-	-	-	-	-	-	-	-	-
CLASS C-----	-	-	-	-	-	-	144.00	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL-----	126.50	-	-	-	115.00	-	-	-	-	-	109.50	-	125.00
TYPEWRITERS													
CLASS A-----	125.00	-	-	127.50	119.50	-	144.00	154.00	144.00	145.00	110.50	146.00	135.00
CLASS B-----	111.50	-	-	120.00	105.00	-	108.00	113.00	142.50	113.00	95.00	112.50	115.00

Table A-15. Weekly earnings of office workers, July through December 1974—nonmanufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS--CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE-----	-	\$122.50	-	\$184.00	\$192.00	-	-	-	-	\$153.50	\$211.00	-	\$123.00	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	157.00	-	-	-	\$110.00	-	164.50	-	121.00	-
CLASS B-----	-	-	-	126.00	119.50	\$111.50	-	-	89.00	-	142.00	-	107.50	-
CLERKS														
ACCOUNTING, CLASS A-----	\$160.00	168.50	\$160.00	143.00	172.50	159.50	\$147.50	\$162.00	152.50	156.50	163.00	-	157.50	\$158.00
ACCOUNTING, CLASS B-----	118.00	113.50	108.00	113.50	125.50	117.50	134.50	134.00	106.00	125.50	142.50	\$135.00	103.50	121.00
FILE, CLASS A-----	134.50	-	-	-	143.50	149.50	-	-	-	137.00	136.50	-	104.00	-
FILE, CLASS B-----	105.50	132.50	-	115.00	107.00	109.50	-	117.50	115.00	102.50	133.00	114.00	-	-
FILE, CLASS C-----	86.50	93.50	-	95.00	91.00	87.50	-	100.50	82.50	91.50	99.00	98.00	-	-
ORDER-----	132.00	122.00	-	142.00	139.00	133.50	-	165.50	-	137.00	159.50	154.00	165.00	-
PAYROLL-----	151.50	141.00	166.50	144.00	160.00	176.00	144.50	158.50	-	152.00	179.00	166.50	149.50	142.50
KEYPUNCH OPERATORS														
CLASS A-----	141.00	128.50	115.50	151.00	151.50	144.50	-	150.00	108.00	161.00	154.50	-	141.50	138.00
CLASS B-----	113.00	130.50	-	113.00	131.00	119.00	-	134.00	95.00	126.50	147.00	122.00	117.50	132.00
MESSENGERS-----	99.00	98.50	-	102.00	109.00	102.50	-	118.00	-	109.00	114.00	-	95.50	107.00
SECRETARIES-----	152.00	160.50	129.50	153.50	159.50	157.00	167.00	165.50	131.00	169.50	176.00	176.50	157.50	166.50
CLASS A-----	183.00	-	-	186.00	207.00	201.00	-	200.50	-	191.00	216.50	200.50	158.00	179.50
CLASS B-----	168.00	164.00	-	168.00	164.00	173.50	139.50	178.00	141.00	182.00	191.00	185.50	167.00	189.50
CLASS C-----	158.50	156.00	170.50	149.00	159.00	146.50	172.00	173.00	131.00	169.00	181.50	181.50	162.50	166.50
CLASS D-----	137.00	156.00	113.00	140.50	146.50	135.50	-	154.00	112.00	154.50	161.50	153.00	144.00	152.50
STENOGRAPHERS, GENERAL-----	137.50	137.00	124.00	145.00	137.00	130.00	-	153.00	167.50	145.50	150.50	151.50	127.00	133.50
STENOGRAPHERS, SENIOR-----	156.50	161.50	146.00	148.50	162.50	169.00	-	147.00	138.50	149.00	156.00	141.00	136.00	144.00
SWITCHBOARD OPERATORS-----	-	113.50	-	-	-	114.00	-	125.50	100.50	116.50	-	107.50	-	102.00
CLASS A-----	130.00	-	-	-	136.00	-	-	-	-	-	147.00	-	-	-
CLASS B-----	113.50	-	-	117.00	115.00	-	-	-	-	-	130.50	-	104.00	-
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	120.00	109.00	103.50	124.00	128.50	115.50	113.00	127.00	93.00	123.00	147.50	124.50	115.00	122.50
TABULATING-MACHINE OPERATORS														
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	188.50	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL-----	114.50	-	-	111.00	115.00	121.00	-	120.50	-	127.00	135.00	-	117.50	-
TYPISTS														
CLASS A-----	119.50	121.00	-	122.50	132.50	120.50	-	129.50	-	128.50	135.50	120.00	114.00	135.00
CLASS B-----	101.00	107.50	-	101.50	109.50	100.50	-	109.00	-	103.50	113.50	112.00	103.00	103.00

Table A-16. Weekly earnings of office workers, July through December 1974—public utilities

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
BILLERS, MACHINE													
BILLING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS													
ACCOUNTING, CLASS A	\$193.50	-	\$187.50	\$226.50	-	\$185.00	\$172.50	-	-	-	-	-	-
ACCOUNTING, CLASS B	-	-	-	201.00	-	174.50	167.50	-	-	-	-	-	-
FILE, CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS C	-	-	138.00	-	-	139.50	-	-	-	-	\$192.00	-	-
ORDER	-	-	-	-	-	136.00	-	-	-	-	152.50	-	-
PAYROLL	-	-	184.50	-	-	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS													
CLASS A	-	-	-	185.00	-	192.00	-	\$177.00	-	-	155.00	-	-
CLASS B	-	-	163.50	138.00	\$142.50	154.00	-	-	-	-	-	-	-
MESSENGERS	148.50	-	-	-	-	-	-	-	-	-	-	-	-
SECRETARIES	204.50	-	189.50	209.50	139.50	219.00	168.00	-	-	\$160.50	124.00	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	201.50	-	\$167.00
CLASS B	-	-	227.00	204.50	-	239.50	-	226.00	-	-	205.00	-	-
CLASS C	199.00	-	193.00	214.00	-	207.50	-	-	-	-	171.50	-	169.00
CLASS D	-	-	-	-	-	189.00	-	-	-	-	-	-	-
STENOGRAPHERS, GENERAL	-	-	170.50	-	-	180.00	-	161.00	-	-	177.00	-	-
STENOGRAPHERS, SENIOR	-	-	-	-	-	222.00	-	-	-	-	-	-	-
SWITCHBOARD OPERATORS	-	-	-	-	-	-	-	169.00	-	-	-	-	-
CLASS A	-	-	160.50	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	180.50	-	-	-	-	162.00	-	-
SWITCHBOARD OPERATOR- RECEPTIONISTS	-	-	-	-	123.00	156.50	-	-	-	-	-	-	-
TABULATING-MACHINE OPERATORS													
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	187.50	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS													
CLASS A	-	-	157.50	-	-	168.00	-	-	-	-	-	-	-
CLASS B	-	-	173.00	-	-	173.00	-	-	-	-	159.00	-	-
											131.00	-	-

Table A-16. Weekly earnings of office workers, July through December 1974—public utilities—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS--CONTINUED													
BILLERS, MACHINE													
BILLING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING MACHINE-----	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS													
ACCOUNTING, CLASS A-----	\$209.00	-	-	-	\$189.50	-	\$193.50	-	\$190.50	-	\$204.00	-	\$186.00
ACCOUNTING, CLASS B-----	179.00	-	-	\$156.50	-	\$161.00	172.00	-	-	\$170.00	139.00	\$176.00	159.00
FILE, CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
FILE, CLASS B-----	191.00	-	-	-	162.00	-	-	-	-	-	-	163.50	-
FILE, CLASS C-----	-	-	-	123.50	-	-	-	-	-	-	-	-	-
ORDER-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL-----	200.50	-	-	-	-	-	-	-	-	167.50	-	190.00	-
KEYPUNCH OPERATORS													
CLASS A-----	179.00	-	-	164.50	-	-	-	-	-	171.50	177.00	-	171.50
CLASS B-----	160.00	-	-	138.50	-	122.00	179.00	-	192.00	159.50	-	-	163.50
MESSENGERS-----	109.00	-	-	-	-	-	152.50	-	-	-	97.00	-	152.50
SECRETARIES-----	199.00	-	-	152.50	212.50	186.00	204.50	-	188.00	194.50	174.50	189.50	196.00
CLASS A-----	220.00	-	-	-	-	-	-	-	-	229.00	-	-	252.50
CLASS B-----	229.00	-	-	-	218.00	-	-	-	-	200.50	195.00	-	204.50
CLASS C-----	202.00	-	-	156.00	-	-	198.00	-	-	185.50	187.00	189.50	197.00
CLASS D-----	175.50	-	-	153.00	-	-	209.00	-	-	165.50	154.50	182.50	157.50
STENOGRAPHERS, GENERAL-----	137.00	-	-	150.50	186.50	-	172.50	-	-	168.00	138.00	-	167.50
STENOGRAPHERS, SENIOR-----	173.00	-	-	-	-	153.00	-	-	192.50	182.50	161.50	184.50	-
SWITCHBOARD OPERATORS-----	148.00	-	-	-	-	-	-	-	-	-	-	-	170.50
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	202.50	-	-	123.00	-	-	-	-	-	178.00	-	-	-
TABULATING-MACHINE OPERATORS													
CLASS A-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	-	-	185.00
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS													
CLASS A-----	-	-	-	-	-	-	-	-	-	157.50	-	151.50	-
CLASS B-----	203.50	-	-	123.00	175.50	-	-	-	242.50	155.00	-	163.00	-

Table A-16. Weekly earnings of office workers, July through December 1974—public utilities—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS--CONTINUED														
BILLERS, MACHINE														
BILLING MACHINE	-	-	-	-	\$204.50	-	-	-	-	\$186.50	\$256.00	-	-	-
BOOKKEEPING MACHINE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS														
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLERKS														
ACCOUNTING, CLASS A	\$174.50	\$201.50	-	\$177.00	197.50	\$187.00	-	-	-	195.00	194.50	-	\$190.50	-
ACCOUNTING, CLASS B	150.00	-	-	132.50	162.50	-	-	\$158.50	-	151.00	179.00	-	103.50	-
FILE, CLASS A	-	-	-	-	189.50	-	-	-	-	-	-	-	-	-
FILE, CLASS B	147.50	-	-	-	161.00	-	-	-	-	-	-	-	-	-
FILE, CLASS C	-	-	-	-	-	-	-	-	-	-	224.00	-	-	-
ORDER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAYROLL	-	-	\$173.00	199.50	217.00	209.50	-	-	-	-	-	-	-	-
KEYPUNCH OPERATORS														
CLASS A	-	-	-	190.00	-	-	-	-	-	199.50	242.00	-	-	-
CLASS B	141.00	-	-	-	162.50	140.50	-	-	-	192.00	195.00	-	-	-
MESSENGERS	-	-	-	129.50	148.00	165.00	-	-	-	149.00	166.00	-	-	-
SECRETARIES	182.00	185.50	-	209.50	199.50	177.50	-	-	-	127.00	-	-	-	-
CLASS A	-	-	-	-	249.00	-	-	188.00	\$161.50	201.50	204.50	\$226.00	169.50	\$186.50
CLASS B	222.50	-	-	207.00	220.00	207.00	-	-	-	-	249.50	-	-	-
CLASS C	180.00	182.50	-	209.00	194.00	170.50	-	-	-	221.00	227.50	-	186.50	218.50
CLASS D	152.50	-	-	-	181.00	-	-	-	152.00	196.00	202.00	238.00	171.00	169.00
STENOGRAPHERS, GENERAL	-	-	-	173.50	177.50	-	-	-	-	172.50	186.00	-	-	-
STENOGRAPHERS, SENIOR	-	-	-	186.00	180.00	-	-	174.50	-	168.50	175.00	183.50	150.00	163.00
SWITCHBOARD OPERATORS	-	-	-	-	-	-	-	-	-	204.50	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	190.50	-	-	-	-
CLASS B	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SWITCHBOARD OPERATOR-RECEPTIONISTS	-	-	-	-	-	-	-	-	-	-	200.50	-	-	-
TABULATING-MACHINE OPERATORS	-	-	-	-	164.00	-	-	-	-	161.50	-	-	-	-
CLASS A	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	177.00	-	-	-	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPISTS														
CLASS A	134.50	-	-	135.50	166.50	-	-	-	-	-	-	-	-	-
CLASS B	-	-	-	-	137.50	127.00	-	-	-	-	-	-	-	-

Table A-17. Weekly earnings of professional and technical workers, July through December 1974—all industries

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
COMPUTER OPERATORS													
CLASS A-----	-	\$200.50	\$200.00	\$221.00	-	\$204.00	-	\$201.50	\$209.00	\$204.00	\$206.00	\$190.50	-
CLASS B-----	\$171.50	162.50	169.00	175.00	\$149.50	172.00	\$155.00	168.50	165.50	153.00	166.50	141.00	\$149.00
CLASS C-----	-	-	143.50	-	110.50	147.00	128.50	122.00	-	-	155.00	120.00	-
COMPUTER PROGRAMMERS, BUSINESS													
CLASS A-----	268.50	-	268.00	279.50	237.50	287.00	-	245.50	290.50	265.50	260.00	-	-
CLASS B-----	234.00	212.00	224.00	225.50	190.00	233.50	214.50	188.50	240.50	217.50	220.50	193.50	195.00
CLASS C-----	-	-	177.50	-	-	211.00	158.00	-	-	155.50	170.50	167.00	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A-----	-	376.50	322.00	313.50	-	344.00	-	317.50	326.00	311.50	309.00	-	-
CLASS B-----	-	271.50	277.00	270.00	-	282.00	-	273.00	287.50	269.00	273.50	249.00	-
CLASS C-----	-	-	218.50	-	-	251.50	-	226.50	-	-	215.00	-	-
DRAFTERS													
CLASS A-----	-	210.00	253.50	258.50	198.50	255.00	196.00	213.00	278.50	195.50	251.00	-	230.00
CLASS B-----	183.00	195.00	213.00	222.00	167.50	211.00	171.00	211.50	210.00	182.50	186.00	167.00	174.50
CLASS C-----	-	157.00	162.00	175.00	137.00	165.00	-	175.00	182.50	150.50	173.00	126.00	-
DRAFTERS-TRACERS													
CLASS A-----	-	-	136.50	-	139.50	137.00	-	-	-	-	138.50	-	-
ELECTRONICS TECHNICIANS	242.00	223.00	209.50	250.00	200.00	241.00	-	-	-	-	226.50	-	-
CLASS A-----	-	235.50	234.50	254.50	213.50	220.00	-	-	-	-	255.00	-	-
CLASS B-----	-	197.00	200.50	249.50	181.50	244.00	-	-	-	-	219.50	-	197.00
CLASS C-----	-	-	163.50	-	-	157.00	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	195.50	186.50	203.50	213.00	155.00	200.50	-	187.00	194.50	-	214.00	187.50	-

Table A-17. Weekly earnings of professional and technical workers, July through December 1974—all industries—Continued

OCCUPATION AND GRADE	SOUTH—CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-CCOJA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
COMPUTER OPERATORS													
CLASS A-----	\$188.50	-	-	\$187.50	\$196.50	-	\$210.50	\$202.00	\$191.50	\$205.00	\$188.00	\$212.00	\$219.50
CLASS B-----	160.50	-	\$169.00	155.00	162.00	\$157.50	168.00	174.00	155.00	170.50	154.00	186.00	187.50
CLASS C-----	131.00	-	-	146.50	141.50	-	129.50	-	154.50	141.50	129.50	141.00	153.50
COMPUTER PROGRAMMERS,													
BUSINESS													
CLASS A-----	259.00	-	-	238.00	246.50	-	251.00	279.50	219.50	307.00	254.50	294.00	276.00
CLASS B-----	212.50	-	-	203.00	205.00	191.00	205.50	-	211.00	226.00	192.00	237.50	233.50
CLASS C-----	176.50	-	-	-	169.50	-	168.00	-	-	197.00	160.50	200.00	221.50
COMPUTER SYSTEMS ANALYSTS,													
BUSINESS													
CLASS A-----	322.00	-	-	319.50	-	-	366.00	358.50	-	-	308.00	344.00	330.00
CLASS B-----	273.50	-	-	274.00	267.00	277.50	313.00	-	-	-	248.00	298.00	289.50
CLASS C-----	223.00	-	-	-	232.50	-	263.50	-	-	-	-	-	-
DRAFTERS													
CLASS A-----	230.00	\$218.00	257.50	219.50	225.00	-	234.00	230.00	222.50	243.50	211.50	256.50	250.00
CLASS B-----	184.50	183.50	-	187.00	202.00	184.50	190.00	165.50	183.50	176.50	172.00	201.50	204.00
CLASS C-----	151.00	-	-	137.50	134.00	147.00	155.00	130.50	134.50	164.00	130.00	180.50	162.00
DRAFTERS-TRACERS	130.50	-	-	-	-	-	-	-	-	-	-	-	131.50
ELECTRONICS TECHNICIANS	210.00	-	-	224.00	-	-	-	211.50	225.00	225.50	190.50	-	184.50
CLASS A-----	234.00	-	-	-	-	-	-	243.00	-	231.00	-	-	209.00
CLASS B-----	206.50	-	-	214.00	-	-	-	165.50	231.50	243.50	188.50	-	180.00
CLASS C-----	162.50	-	-	-	-	-	-	-	-	-	-	-	155.00
NURSES, INDUSTRIAL (REGISTERED)-----	204.50	-	-	184.00	187.50	202.00	200.50	-	197.50	-	-	215.50	217.00

Table A-17. Weekly earnings of professional and technical workers, July through December 1974—all industries—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
COMPUTER OPERATORS														
CLASS A-----	\$214.50	\$219.00	-	\$212.00	\$223.00	\$203.00	-	\$211.00	-	\$230.00	\$215.00	\$199.00	\$195.00	\$215.50
CLASS B-----	167.50	180.00	\$154.50	176.50	176.50	170.00	\$212.00	189.50	-	179.00	190.50	171.50	144.50	179.50
CLASS C-----	140.50	154.50	-	149.50	144.50	142.50	-	-	\$121.50	133.50	151.50	-	133.00	165.00
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A-----	238.50	280.50	-	254.50	268.50	258.00	-	322.00	-	286.00	299.00	-	278.50	270.50
CLASS B-----	213.50	222.00	203.00	199.00	221.00	229.00	-	264.50	-	251.00	240.00	-	222.00	222.00
CLASS C-----	181.00	181.00	-	170.50	184.50	163.50	-	-	-	183.00	197.50	-	202.50	178.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A-----	302.00	323.00	-	327.50	346.00	-	-	356.00	-	358.00	332.00	-	320.50	325.50
CLASS B-----	266.00	268.50	-	276.00	279.50	246.00	-	303.00	-	279.00	292.50	-	261.50	275.50
CLASS C-----	-	-	-	245.00	-	-	-	-	-	276.00	240.00	-	-	-
DRAFTERS														
CLASS A-----	238.50	292.50	197.50	303.50	239.00	221.50	-	234.00	-	242.50	236.00	265.00	226.00	264.00
CLASS B-----	189.50	227.00	177.50	202.00	194.00	187.00	241.00	195.50	-	201.00	206.50	-	182.00	205.00
CLASS C-----	163.00	172.00	-	166.50	147.50	156.00	196.50	149.50	-	164.00	167.00	-	148.00	164.00
DRAFTERS-TRACERS	135.00	144.50	-	-	132.50	-	-	-	-	-	125.50	-	-	-
ELECTRONICS TECHNICIANS	251.00	238.50	-	231.50	258.00	228.50	-	221.50	246.50	251.00	226.50	243.50	202.00	200.00
CLASS A-----	-	256.00	-	-	-	251.00	-	247.00	-	268.50	250.50	275.00	234.00	228.00
CLASS B-----	-	-	-	218.00	249.00	-	-	200.00	243.50	225.00	214.50	-	199.00	190.50
CLASS C-----	-	-	-	-	190.00	-	-	163.50	-	-	162.50	-	-	168.00
NURSES, INDUSTRIAL (REGISTERED)	184.00	231.00	-	225.00	214.00	-	-	204.00	-	203.50	220.50	-	-	215.00

Table A-18. Weekly earnings of professional and technical workers, July through December 1974—manufacturing

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	ELINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
COMPUTER OPERATORS													
CLASS A	-	\$200.50	\$209.50	\$232.50	-	\$206.00	-	\$207.50	\$218.50	-	\$192.50	-	-
CLASS B	-	162.50	173.50	180.50	\$151.50	177.50	-	160.00	-	-	184.50	\$152.00	-
CLASS C	-	-	145.00	-	-	143.00	-	-	-	-	142.50	-	-
COMPUTER PROGRAMMERS, BUSINESS													
CLASS A	-	-	267.50	277.50	-	297.50	-	236.00	-	-	-	-	-
CLASS B	-	210.50	241.00	223.00	-	241.00	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	206.00	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A	-	376.50	330.00	-	-	349.50	-	316.00	-	-	305.00	-	-
CLASS B	-	271.50	273.00	273.50	-	287.00	-	275.00	292.50	-	261.50	-	-
CLASS C	-	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS													
CLASS A	-	-	248.50	253.00	200.50	252.00	-	212.50	276.50	-	256.50	-	-
CLASS B	\$169.50	195.50	211.50	224.00	167.50	211.00	\$178.50	206.00	210.00	-	184.50	168.50	\$183.00
CLASS C	-	-	158.00	173.00	136.00	160.50	-	174.00	182.50	-	172.50	127.00	-
DRAFTERS-TRACERS	-	-	-	-	-	137.50	-	-	-	-	147.00	-	-
ELECTRONICS TECHNICIANS	-	223.00	199.00	225.50	152.00	213.50	-	-	-	-	-	-	-
CLASS A	-	235.50	226.00	235.50	-	218.50	-	-	-	-	259.50	-	-
CLASS B	-	197.00	196.50	-	-	226.00	-	-	-	-	-	-	-
CLASS C	-	-	-	-	-	157.00	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)	190.50	186.50	203.50	214.00	151.50	199.50	-	183.00	194.50	-	217.50	187.50	-

Table A-18. Weekly earnings of professional and technical workers, July through December 1974—manufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
COMPUTER OPERATORS													
CLASS A-----	\$208.00	-	-	\$184.50	-	-	\$220.00	-	-	-	-	\$210.00	\$207.00
CLASS B-----	166.00	-	-	147.00	-	\$164.50	179.00	-	\$166.50	-	\$160.00	184.50	198.50
CLASS C-----	141.50	-	-	-	-	-	-	-	-	-	-	137.00	152.00
COMPUTER PROGRAMMERS, BUSINESS													
CLASS A-----	238.00	-	-	-	-	-	-	-	-	-	-	297.50	264.00
CLASS B-----	214.00	-	-	215.00	-	-	239.00	-	-	-	-	238.00	237.50
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	204.50	210.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A-----	330.50	-	-	-	-	-	-	-	-	-	-	348.50	336.50
CLASS B-----	293.00	-	-	283.00	-	-	317.00	-	-	-	250.50	305.50	294.50
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS													
CLASS A-----	229.50	-	\$257.50	221.00	\$227.50	-	248.50	-	212.50	-	193.00	256.00	246.00
CLASS B-----	186.00	-	-	190.00	203.00	178.00	204.00	-	192.50	-	155.00	197.00	203.00
CLASS C-----	156.50	-	-	136.50	128.00	143.50	154.00	-	152.50	-	126.00	172.00	159.50
DRAFTERS-TRACERS-----	134.50	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS-----	203.50	-	-	249.00	-	-	-	-	-	-	-	-	183.50
CLASS A-----	226.50	-	-	-	-	-	-	-	-	-	-	-	206.00
CLASS B-----	193.50	-	-	217.00	-	-	-	-	-	-	-	-	180.00
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	155.00
NURSES, INDUSTRIAL (REGISTERED)-----	209.00	-	-	185.00	-	202.00	200.50	-	-	-	-	215.00	217.50

Table A-18. Weekly earnings of professional and technical workers, July through December 1974—manufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
COMPUTER OPERATORS														
CLASS A-----	\$217.00	\$225.00	-	\$239.00	-	-	-	\$212.50	-	-	\$217.50	-	-	\$213.50
CLASS B-----	172.00	196.00	-	199.00	\$188.50	-	-	195.00	-	-	195.00	-	-	194.50
CLASS C-----	-	170.50	-	-	149.00	-	-	-	-	\$173.00	151.50	-	-	168.00
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A-----	-	284.50	-	295.50	-	-	-	340.50	-	-	311.00	-	-	287.00
CLASS B-----	218.00	232.50	-	-	228.00	-	-	268.50	-	-	258.00	-	-	228.00
CLASS C-----	-	-	-	-	157.00	-	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A-----	-	-	-	343.00	-	-	-	371.50	-	329.50	349.00	-	-	-
CLASS B-----	-	276.50	-	315.00	289.50	-	-	311.00	-	272.50	309.00	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	287.00
DRAFTERS														
CLASS A-----	225.00	296.00	\$193.50	311.50	229.00	-	-	229.00	-	251.50	227.50	-	\$222.50	260.50
CLASS B-----	190.50	232.00	-	209.50	192.00	-	\$241.00	190.50	-	203.50	198.50	-	178.50	197.50
CLASS C-----	159.00	173.50	-	173.00	163.50	\$190.00	196.50	149.00	-	-	157.00	-	139.50	152.00
DRAFTERS-TRACERS	-	142.00	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS	251.00	228.50	-	227.50	245.00	-	-	216.00	\$241.00	232.50	219.50	-	-	197.50
CLASS A-----	-	240.50	-	-	-	-	-	243.50	-	248.00	249.00	-	233.00	224.50
CLASS B-----	-	-	-	-	-	-	-	200.50	243.50	-	202.50	-	155.00	190.00
CLASS C-----	-	-	-	-	-	-	-	163.50	-	-	161.00	-	-	168.00
NURSES, INDUSTRIAL (REGISTERED)	182.00	231.00	-	226.50	217.00	-	-	-	-	202.00	220.50	-	-	213.50

Table A-19. Weekly earnings of professional and technical workers, July through December 1974—nonmanufacturing

OCCUPATION AND GRADE	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
COMPUTER OPERATORS													
CLASS A-----	-	-	\$194.00	-	-	\$203.00	-	\$195.00	-	-	\$214.00	-	-
CLASS B-----	-	-	166.50	\$168.00	\$148.00	168.00	\$154.00	171.50	-	\$159.50	158.00	\$133.50	\$141.00
CLASS C-----	-	-	143.50	-	108.50	149.50	129.50	122.50	-	-	161.00	118.50	-
COMPUTER PROGRAMMERS,													
BUSINESS													
CLASS A-----	-	-	268.00	282.50	-	292.00	-	258.00	-	231.00	259.00	-	-
CLASS B-----	-	-	214.50	227.00	185.00	231.00	-	184.50	-	200.50	221.00	188.00	190.00
CLASS C-----	-	-	177.00	-	-	213.50	-	-	-	-	173.00	-	-
COMPUTER SYSTEMS ANALYSTS,													
BUSINESS													
CLASS A-----	-	-	317.50	-	-	340.00	-	-	-	-	310.50	-	-
CLASS B-----	-	-	278.00	-	-	276.00	-	271.00	-	-	281.00	-	-
CLASS C-----	-	-	214.50	-	-	-	-	-	-	-	-	-	-
DRAFTERS													
CLASS A-----	-	-	258.50	-	-	263.50	-	-	-	-	238.00	-	-
CLASS B-----	\$190.00	-	214.00	216.50	-	211.00	-	221.50	-	-	190.50	-	-
CLASS C-----	-	-	167.50	173.50	-	171.50	-	-	-	-	175.50	-	-
DRAFTERS-TRACERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS-----	-	-	220.50	262.00	-	-	-	-	-	-	234.00	-	-
CLASS A-----	-	-	239.50	-	-	-	-	-	-	-	252.00	-	-
CLASS B-----	-	-	206.00	-	-	-	-	-	-	-	217.50	-	-
CLASS C-----	-	-	160.50	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	-	-	204.00	-	-	204.50	-	-	-	-	-	-	-

Table A-19. Weekly earnings of professional and technical workers, July through December 1974—nonmanufacturing—Continued

OCCUPATION AND GRADE	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
COMPUTER OPERATORS													
CLASS A-----	\$184.00	-	-	-	\$196.50	-	\$201.00	\$202.00	\$180.00	\$204.50	-	-	\$232.00
CLASS B-----	158.00	-	-	-	162.00	-	157.50	-	152.50	169.50	-	-	174.00
CLASS C-----	126.50	-	-	\$164.00	142.00	\$146.50	129.50	-	157.00	141.00	\$152.00	\$190.00	\$232.00
COMPUTER PROGRAMMERS, BUSINESS				161.00							128.00		154.00
CLASS A-----	267.50	-	-	-	247.00	-	243.50	277.00	224.00	307.00	-	-	289.50
CLASS B-----	212.00	-	-	190.50	204.50	137.00	189.00	-	202.50	224.50	191.00	232.00	230.50
CLASS C-----	173.00	-	-	-	169.50	-	-	-	-	196.50	-	-	228.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS													
CLASS A-----	320.00	-	-	-	-	-	-	-	-	-	-	-	323.00
CLASS B-----	267.00	-	-	267.50	267.50	-	-	-	-	-	-	-	287.00
CLASS C-----	-	-	-	-	232.50	-	-	-	-	-	-	-	-
DRAFTERS													
CLASS A-----	232.50	-	-	-	-	-	-	-	-	-	-	-	-
CLASS B-----	179.50	-	-	-	-	-	-	247.50	-	247.00	-	-	-
CLASS C-----	136.00	-	-	-	-	-	-	-	175.00	184.50	-	-	-
DRAFTERS-TRACERS													
ELECTRONICS TECHNICIANS													
CLASS A-----	223.50	-	-	-	-	-	-	-	-	167.00	137.50	-	208.50
CLASS B-----	271.50	-	-	-	-	-	-	240.00	-	278.50	-	-	-
CLASS C-----	220.50	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	-	-	-	-	-	-	-	229.50	-	-	-	-	-

Table A-19. Weekly earnings of professional and technical workers, July through December 1974—nonmanufacturing—Continued

OCCUPATION AND GRADE	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-CARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
COMPUTER OPERATORS														
CLASS A-----	\$213.00	-	-	\$193.50	\$219.00	\$197.50	-	-	-	\$232.00	\$212.50	-	\$166.50	\$217.50
CLASS B-----	166.00	\$166.00	-	161.50	172.50	175.50	-	\$186.00	-	181.00	138.50	-	145.50	164.00
CLASS C-----	140.50	131.50	-	140.00	142.00	141.50	-	-	-	129.50	151.50	-	129.50	162.50
COMPUTER PROGRAMMERS, BUSINESS														
CLASS A-----	237.00	-	-	236.00	264.00	262.00	-	288.00	-	288.00	291.50	-	266.00	-
CLASS B-----	212.50	188.50	-	190.50	217.50	230.00	-	261.50	-	253.00	233.00	-	219.50	201.00
CLASS C-----	-	-	-	165.00	177.50	163.50	-	-	-	-	195.50	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS														
CLASS A-----	303.00	-	-	309.50	347.50	-	-	338.00	-	367.50	320.50	-	-	-
CLASS B-----	264.50	-	-	279.50	275.50	249.50	-	291.00	-	281.50	279.00	-	252.00	269.00
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DRAFTERS														
CLASS A-----	258.50	-	-	-	253.50	224.50	-	-	-	234.50	268.50	-	-	-
CLASS B-----	188.50	-	-	181.50	196.50	186.00	-	210.00	-	193.00	219.00	-	-	219.00
CLASS C-----	170.00	-	-	162.00	-	-	-	-	-	-	177.00	-	-	181.50
DRAFTERS-TRACERS-----	-	-	-	-	132.00	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS-----	-	241.00	-	-	263.00	-	-	-	-	256.50	241.50	\$245.50	206.00	-
CLASS A-----	-	-	-	-	-	-	-	-	-	273.50	254.50	-	-	-
CLASS B-----	-	-	-	-	-	-	-	-	-	-	231.50	-	-	-
CLASS C-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NURSES, INDUSTRIAL (REGISTERED)-----	-	-	-	-	-	-	-	-	-	-	221.00	-	-	-

Table A-20. Hourly earnings of plant workers, July through December 1974—all industries

OCCUPATION	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROJ	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	\$4.66	-	\$4.55	\$5.36	\$3.22	\$4.86	-	\$4.42	\$4.38	-	\$5.31	\$3.93	-
CARPENTERS-----	5.34	\$4.34	5.69	5.83	4.68	6.17	-	5.14	5.17	-	5.08	4.40	\$5.60
ELECTRICIANS-----	5.40	4.51	5.63	6.17	4.68	5.79	-	5.70	5.56	\$5.01	5.86	5.05	5.93
ENGINEERS, STATIONARY-----	4.78	-	5.79	5.68	4.69	5.55	\$4.69	5.44	5.63	4.00	5.44	5.46	5.41
HELPERS, TRADES-----	-	-	4.38	5.11	2.93	4.85	3.70	4.49	-	3.11	-	4.38	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	5.57	5.15	6.74	4.33	5.19	-	5.10	-	-	5.79	-	-
MACHINISTS-----	5.47	5.27	5.47	5.65	4.61	5.93	4.26	5.22	5.18	-	5.93	4.82	6.02
MECHANICS, AUTOMOTIVE-----	5.79	4.91	6.05	5.83	5.28	6.13	5.06	5.18	5.51	4.15	5.68	4.88	4.94
MECHANICS-----	5.52	4.05	5.41	6.33	4.38	5.37	4.28	5.45	5.27	4.37	6.01	4.98	5.90
MILLWRIGHTS-----	5.60	-	5.16	6.27	-	5.93	-	5.80	6.42	-	6.42	-	-
PAINTERS-----	5.16	-	4.81	5.79	4.00	5.32	-	-	5.07	-	4.99	4.83	5.82
PIPEFITTERS-----	5.49	4.40	5.36	6.15	4.78	5.81	-	5.61	5.63	-	5.97	-	5.98
SHEET-METAL WORKERS-----	5.38	-	5.54	6.40	-	5.55	-	5.91	-	-	5.81	-	-
TOOL AND DIE MAKERS-----	-	6.17	5.86	6.76	5.05	5.92	-	5.79	6.34	-	6.34	4.64	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	2.75	3.82	2.60	2.78	2.60	2.63	2.77	2.60	3.84	2.34	2.70	2.37	-
JANITORS, PORTERS, AND CLEANERS-----	3.58	2.95	3.03	3.26	2.88	3.40	3.27	3.29	2.93	2.27	2.61	2.74	2.31
LABORERS, MATERIAL HANDLING-----	4.36	2.72	3.71	4.51	3.95	4.51	3.37	3.90	3.77	2.98	4.02	3.50	2.43
ORDER FILLERS-----	3.68	3.59	3.96	3.84	3.31	5.05	3.92	4.09	3.65	3.31	4.15	3.22	-
PACKERS, SHIPPING-----	3.42	3.19	3.33	4.35	3.37	3.79	2.82	4.15	3.49	2.77	3.79	2.95	-
RECEIVING CLERKS-----	4.16	-	4.04	4.54	3.33	4.74	3.68	4.51	3.87	3.01	4.15	3.44	4.14
SHIPPING CLERKS-----	4.21	3.55	4.06	4.47	3.76	4.58	3.77	4.23	-	3.22	4.89	3.96	-
SHIPPING AND RECEIVING CLERKS-----	4.29	-	4.57	4.94	3.74	4.33	3.32	3.75	4.62	3.05	3.88	3.41	-
TRUCKDRIVERS-----	5.66	4.47	5.91	5.66	5.26	6.36	4.57	5.26	5.50	3.50	5.16	4.26	3.42
LIGHT (UNDER 1-1/2 TONS)-----	-	3.02	4.27	4.92	5.11	3.97	2.53	4.87	-	2.45	4.23	2.91	2.63
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	5.18	3.08	5.39	5.60	4.59	6.38	2.99	3.83	3.99	3.47	4.61	3.92	3.39
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.23	-	6.18	6.11	5.87	6.57	5.05	5.57	-	3.20	6.01	4.07	4.03
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.12	3.69	6.06	5.60	4.54	6.64	6.11	4.38	-	-	5.10	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.59	3.86	4.81	5.06	3.96	4.90	3.47	4.72	4.26	3.41	4.80	3.39	3.37
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	5.07	-	5.20	-	-	-	-	5.05	3.34	-
WAREHOUSEMEN-----	4.42	2.89	4.45	4.53	3.75	4.52	3.21	4.48	4.04	2.77	3.95	3.98	3.73

Table A-20. Hourly earnings of plant workers, July through December 1974—all industries—Continued

OCCUPATION	SOUTH—CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	\$3.15	-	-	\$3.41	\$5.13	-	\$4.89	-	\$4.11	-	-	\$5.53	\$5.28
CARPENTERS-----	5.22	-	\$5.58	4.63	5.51	-	5.67	\$5.51	5.17	\$5.83	\$4.39	5.68	6.16
ELECTRICIANS-----	5.71	-	-	5.21	5.76	\$5.52	6.34	-	5.87	6.24	5.49	5.79	6.26
ENGINEERS, STATIONARY-----	5.22	-	-	5.17	5.89	-	6.03	-	5.29	-	5.10	5.87	5.99
HELPERS, TRADES-----	4.09	-	-	4.19	4.11	-	4.73	-	4.26	3.42	-	4.92	5.11
MACHINE-TOOL OPERATORS, TOOLROOM-----	5.24	-	-	-	-	-	-	-	-	-	-	-	6.27
MACHINISTS-----	5.18	-	-	-	5.46	5.67	6.35	-	5.52	7.02	5.72	5.67	5.84
MECHANICS, AUTOMOTIVE-----	5.72	\$4.61	4.48	4.99	5.30	4.89	5.57	4.97	6.03	5.15	5.77	6.50	6.18
MECHANICS-----	4.98	-	-	5.36	4.93	4.91	5.51	5.44	5.19	4.70	5.02	5.71	6.12
MILLWRIGHTS-----	-	-	-	-	-	-	6.48	-	5.87	-	-	6.54	6.60
PAINTERS-----	4.91	-	-	5.10	5.37	-	5.31	5.59	5.36	4.31	-	5.69	6.17
PIPEFITTERS-----	-	-	-	-	6.24	-	6.51	-	5.54	-	-	5.77	6.30
SHEET-METAL WORKERS-----	-	-	-	-	-	-	6.87	-	-	-	-	5.85	6.23
TOOL AND DIE MAKERS-----	6.37	-	-	5.74	-	6.59	6.31	-	5.78	-	6.00	-	6.28
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	2.64	-	2.94	2.73	2.27	3.48	2.94	4.07	-	2.65	2.33	3.51	3.02
JANITORS, PORTERS, AND CLEANERS-----	2.56	2.52	2.66	2.61	2.26	3.32	2.91	-	2.56	2.54	2.39	3.94	3.41
LABORERS, MATERIAL HANDLING-----	3.36	2.54	3.00	3.72	3.18	3.27	4.41	3.42	3.37	3.15	3.33	5.60	4.62
ORDER FILLERS-----	3.62	-	-	3.24	3.37	3.89	4.38	-	3.66	3.23	4.82	4.49	4.20
PACKERS, SHIPPING-----	2.93	-	-	3.37	3.03	3.45	3.63	-	3.44	2.85	3.44	3.91	3.98
RECEIVING CLERKS-----	3.97	3.16	-	3.26	3.77	4.14	4.96	-	4.06	3.92	3.70	4.64	4.51
SHIPPING CLERKS-----	3.88	-	-	4.42	3.88	3.64	4.74	-	4.48	-	3.58	-	4.68
SHIPPING AND RECEIVING CLERKS-----	4.04	-	3.74	3.50	4.84	-	3.95	-	4.06	4.18	3.33	4.22	4.50
TRUCKDRIVERS-----	4.89	2.79	3.58	4.09	3.95	5.50	5.47	4.38	5.02	4.39	4.93	6.05	5.75
LIGHT (UNDER 1-1/2 TONS)-----	3.04	-	-	-	3.02	2.83	2.54	-	3.15	3.12	2.96	4.66	4.77
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	5.42	-	3.59	4.06	4.00	4.93	4.96	4.60	4.29	3.77	4.86	5.38	5.59
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	5.73	-	3.05	4.23	4.42	6.34	6.30	-	5.80	5.06	6.07	6.37	6.34
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	3.57	-	-	-	3.58	-	5.30	4.18	4.67	5.29	-	5.77	5.16
TRUCKERS, POWER (FORKLIFT)-----	4.05	-	3.17	4.08	3.83	4.28	4.62	-	4.26	3.89	4.23	5.28	5.04
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	5.29	-	-	2.98	-	-	5.39	-	4.72	-	-	4.69	5.76
WAREHOUSEMEN-----	3.92	-	-	3.35	4.21	3.87	4.11	4.51	4.02	4.47	3.26	4.89	4.17

Table A-20. Hourly earnings of plant workers, July through December 1974—all industries—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-BOULDER	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$4.38	\$4.99	\$5.05	\$4.61	\$4.57	-	-	-	-	-	-	-	\$4.98	-
CARPENTERS-----	5.41	6.18	-	6.34	6.47	\$5.87	-	\$5.76	\$5.46	\$5.67	\$5.80	\$5.46	5.68	\$5.70
ELECTRICIANS-----	5.84	6.35	5.24	6.35	6.44	5.98	-	6.13	5.90	6.07	6.18	5.99	5.86	6.36
ENGINEERS, STATIONARY-----	5.82	6.22	5.35	6.06	6.04	4.90	-	-	5.76	5.65	6.71	6.62	5.15	5.73
HELPERS, FRAMES-----	4.33	4.45	-	4.65	4.94	4.53	-	3.73	-	4.52	4.49	-	4.63	3.91
MACHINE-TOOL OPERATORS, TOOLROOM-----	6.24	6.69	-	6.64	6.00	-	-	5.77	-	5.53	5.94	-	-	-
MACHINISTS-----	5.43	5.81	5.26	5.79	6.20	5.75	-	6.14	-	5.64	6.24	6.05	5.80	6.09
MECHANICS, AUTOMOTIVE-----	6.08	5.87	5.84	6.33	6.29	5.91	-	6.04	6.14	6.37	6.66	6.82	6.42	6.19
MECHANICS-----	5.55	6.11	5.34	6.03	5.79	5.08	-	5.60	5.16	5.66	5.65	6.02	5.59	5.88
MILLWRIGHTS-----	6.03	6.53	-	6.58	6.24	-	-	-	-	-	-	-	-	-
PAINTERS-----	5.99	6.22	-	5.95	6.64	5.25	-	4.80	-	5.45	5.91	4.95	6.00	5.49
PIPEFITTERS-----	-	6.62	5.50	6.36	6.18	6.17	-	-	5.94	5.55	6.32	-	-	-
SHEET-METAL WORKERS-----	6.45	6.83	-	6.71	6.15	-	-	-	-	-	6.06	-	-	-
TOOL AND DIE MAKERS-----	6.43	6.77	-	6.51	6.35	-	-	5.70	-	6.29	6.13	-	5.22	6.14
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	2.71	3.32	-	3.08	3.33	3.81	-	2.92	-	2.58	2.64	3.47	2.97	2.59
CLEANERS, PORTERS, AND CLEANERS-----	2.94	3.82	3.63	3.17	3.52	2.45	\$4.69	2.95	2.64	2.84	3.40	3.48	2.52	3.39
LABORERS, MATERIAL HANDLING-----	4.13	4.52	4.45	4.57	4.63	4.27	5.13	4.00	4.03	4.32	5.28	5.13	4.23	4.51
ORDER FILLS-----	3.40	4.30	4.91	3.96	4.30	4.31	-	5.23	-	4.39	4.63	-	3.34	-
PACKERS, SHIPPING-----	4.01	4.44	3.88	3.85	4.10	3.90	4.94	3.89	3.36	4.42	3.30	-	2.87	-
RECEIVING CLERKS-----	4.00	4.07	4.51	4.08	4.75	4.35	4.54	4.73	3.90	3.94	4.44	5.67	3.64	4.74
SHIPPING CLERKS-----	3.87	4.35	-	4.99	4.40	3.94	5.15	4.38	-	4.21	4.02	5.56	3.63	-
SHIPPING AND RECEIVING CLERKS-----	4.11	4.72	-	-	4.52	4.70	-	3.98	4.08	4.31	4.70	5.17	3.67	4.30
TRUCK DRIVERS-----	5.30	5.38	5.61	5.82	6.09	5.29	5.31	5.68	5.36	5.35	5.96	6.57	4.60	5.67
LIGHT (UNDER 1-1/2 TONS)-----	3.90	3.64	-	4.59	5.28	3.29	-	4.10	-	3.80	4.94	-	3.41	4.80
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	3.96	4.68	5.45	5.15	5.77	5.42	5.21	5.27	5.58	5.28	5.68	6.48	4.79	4.93
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.40	5.98	5.76	6.41	6.21	5.76	5.48	6.08	5.37	6.16	6.33	6.96	5.30	6.01
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.49	4.78	-	5.84	7.73	5.02	-	6.51	-	5.92	6.19	-	4.56	7.37
TRUCKERS, POWER (FORKLIFT)-----	4.33	4.83	4.63	4.79	5.02	4.72	-	4.99	3.29	5.02	5.43	4.99	3.94	4.83
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	4.21	-	4.34	4.76	5.44	-	-	-	-	-	5.67	-	-	-
WAREHOUSEMEN-----	4.02	5.02	5.35	4.43	4.85	5.18	-	4.55	-	5.54	4.96	5.40	3.74	4.51

Table A-21. Hourly earnings of plant workers, July through December 1974—manufacturing

OCCUPATION	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	\$4.70	-	\$4.73	\$5.36	\$3.24	\$4.87	-	-	\$4.38	-	\$5.37	\$3.94	-
CARPENTERS-----	5.33	\$3.95	5.41	5.68	4.40	5.76	-	\$5.10	5.20	-	5.41	4.34	\$5.76
ELECTRICIANS-----	5.37	4.45	5.59	6.15	4.58	5.69	\$4.45	5.73	5.47	\$5.01	5.98	5.05	5.97
ENGINEERS, STATIONARY-----	4.74	-	5.88	5.81	4.01	5.73	-	5.48	5.53	-	5.46	-	5.72
HELPERS, TRACES-----	-	-	3.93	5.05	2.64	4.84	-	4.48	-	-	-	4.38	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	5.57	5.18	6.74	4.33	5.19	-	5.10	-	-	5.77	-	-
MACHINISTS-----	5.47	5.21	5.45	5.62	4.60	5.85	4.28	5.22	5.18	-	5.99	4.82	6.02
MECHANICS, AUTOMOTIVE-----	5.11	-	5.47	5.70	3.69	5.97	4.77	5.30	4.80	3.84	5.10	4.59	5.21
MECHANICS-----	5.55	4.05	5.39	6.36	4.35	5.37	4.21	5.48	5.15	4.37	5.99	4.98	5.96
MILLWRIGHTS-----	5.66	-	5.17	6.27	-	5.93	-	5.80	6.42	-	6.42	-	-
PAINTERS-----	5.10	4.40	5.08	5.85	-	5.49	-	-	5.07	-	5.27	4.83	5.82
PIPEFITTERS-----	5.51	-	5.34	6.15	4.71	5.74	-	5.61	5.59	-	6.04	-	5.98
SHEET-METAL WORKERS-----	-	-	5.61	6.48	-	5.51	-	5.91	-	-	5.86	-	-
TOOL AND DIE MAKERS-----	-	6.17	5.86	6.76	5.05	5.93	-	5.79	6.34	-	6.35	4.64	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	4.07	3.99	3.86	4.86	2.88	4.22	3.44	4.39	4.04	2.91	4.48	3.20	4.19
JANITORS, PORTERS, AND CLEANERS-----	3.64	2.86	3.56	4.35	3.02	4.09	3.24	4.11	3.76	2.67	3.78	3.09	3.87
LABORERS, MATERIAL HANDLING-----	4.31	2.86	3.36	4.36	3.19	4.19	3.03	3.79	3.55	2.67	4.16	3.57	2.50
ORDER FILLERS-----	4.03	3.48	3.44	4.21	3.03	4.26	-	3.67	3.55	-	-	3.32	-
PACKERS, SHIPPING-----	3.94	3.54	3.38	4.56	3.43	3.90	2.85	4.06	3.53	2.82	3.60	2.99	-
RECEIVING CLERKS-----	4.03	-	4.02	4.52	3.11	4.58	-	-	3.88	-	4.02	3.65	-
SHIPPING CLERKS-----	3.85	-	4.18	4.63	3.53	4.26	-	4.03	-	-	4.59	3.92	-
SHIPPING AND RECEIVING CLERKS-----	4.36	-	4.44	4.72	3.96	4.16	3.41	3.99	4.55	-	-	-	-
TRUCKDRIVERS-----	4.61	3.63	5.22	5.00	4.44	5.95	3.84	4.95	4.42	3.14	4.77	3.81	2.84
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	4.92	-	4.88	-	-	-	-	4.37	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.48	3.15	5.29	4.66	3.63	5.36	3.34	3.93	3.97	-	4.71	3.44	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	-	5.20	5.24	4.00	6.13	4.09	5.42	-	2.86	4.78	3.59	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	5.02	-	4.48	5.08	3.69	-	-	4.78	-	-	5.00	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.38	3.85	4.24	5.00	3.78	4.63	3.46	4.61	4.23	2.91	4.76	3.43	4.29
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	5.07	-	5.09	-	-	-	-	5.68	3.33	-
WAREHOUSEMEN-----	4.17	2.92	3.89	4.58	3.44	4.02	-	4.31	-	-	4.04	4.26	-

Table A-21. Hourly earnings of plant workers, July through December 1974—manufacturing—Continued

OCCUPATION	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS--CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	-	\$3.41	\$5.29	-	\$5.44	-	\$4.08	-	-	\$5.61	\$5.35
CARPENTERS-----	\$5.37	-	-	4.50	-	-	6.21	-	5.22	-	-	5.68	5.77
ELECTRICIANS-----	5.82	-	-	5.20	5.80	\$5.43	6.41	-	5.88	\$5.57	\$5.59	5.78	6.27
ENGINEERS, STATIONARY-----	5.63	-	-	5.15	6.13	-	6.30	-	5.80	-	-	5.87	6.06
HELPERS, TRADES-----	4.63	-	-	4.19	4.00	-	5.20	-	-	3.44	-	4.92	5.13
MACHINE-TOOL OPERATORS, TOOLROOM-----	5.22	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	5.35	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	4.94	-	-	-	5.45	5.67	6.36	-	5.52	-	5.74	5.67	6.27
MECHANICS-----	4.95	-	\$4.07	3.75	4.66	4.42	5.38	-	5.02	4.75	4.47	5.93	5.84
MILLWRIGHTS-----	-	-	-	5.34	4.94	4.79	5.49	-	5.19	-	5.00	5.72	6.15
PAINTERS-----	-	-	-	-	-	-	6.48	-	5.87	4.32	-	6.54	6.13
PIPEFITTERS-----	5.59	-	-	5.25	-	-	5.92	-	5.13	-	-	5.71	6.60
SHEET-METAL WORKERS-----	-	-	-	5.74	-	-	6.51	-	5.54	-	-	5.77	6.20
WELDERS AND DIE MAKERS-----	6.37	-	-	-	-	-	6.87	-	-	-	-	5.85	6.30
						6.59	6.31	-	5.78	-	6.00	-	6.80
													6.28
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	4.69	-	2.94	3.10	3.17	3.86	4.51	-	4.19	2.77	3.53	5.04	4.90
LABORERS, PORTERS, AND CLEANERS-----	3.52	\$2.65	-	2.91	3.32	3.32	4.26	-	3.51	2.97	3.18	4.61	4.32
LABORERS, MATERIAL HANDLING-----	3.37	-	-	3.50	3.18	3.36	4.43	-	3.59	3.12	3.24	4.79	4.76
ROCKERS, SHIPPING-----	3.40	-	-	3.39	-	-	4.35	-	3.63	2.69	3.97	4.49	4.28
RECEIVING CLERKS-----	2.99	-	-	3.23	3.29	3.64	3.63	-	3.27	2.77	3.42	3.93	4.16
SHIPPING CLERKS-----	4.26	-	-	3.22	4.00	4.33	5.19	-	3.75	-	-	4.57	4.68
SHIPPING AND RECEIVING CLERKS-----	3.59	-	-	4.79	-	3.76	4.63	-	3.67	-	-	-	4.77
TRUCK DRIVERS-----	4.04	-	-	3.50	-	-	3.77	-	4.47	4.06	-	4.32	4.43
LIGHT (UNDER 1-1/2 TONS)-----	4.09	-	3.62	3.42	3.60	3.92	4.99	-	3.78	4.18	4.10	5.16	5.11
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	3.16	-	-	-	-	-	-	-	3.42	3.23	-	4.46	4.94
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	4.45	-	3.42	3.50	3.47	-	5.18	-	3.29	3.37	3.10	5.15	5.14
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	3.96	-	3.25	-	3.96	4.13	4.95	-	3.45	3.90	-	5.28	5.55
TRUCKERS, POWER (FORKLIFT)-----	3.98	-	-	-	3.57	-	5.30	-	4.35	5.38	-	-	4.46
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	3.95	-	3.17	4.02	3.77	4.19	4.63	-	4.43	3.80	3.99	5.14	4.98
WAREHOUSEMEN-----	5.28	-	-	2.71	-	-	-	-	4.75	-	-	4.69	6.00
	3.90	-	-	3.37	-	3.69	4.28	-	3.72	3.54	-	4.89	3.62

Table A-21. Hourly earnings of plant workers, July through December 1974—manufacturing—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-Boulder	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	\$4.09	\$5.24	\$5.07	\$4.61	\$4.53	-	-	-	-	-	-	-	-	\$5.61
CARPENTERS-----	-	6.32	-	6.39	5.76	-	-	\$5.85	-	\$5.39	\$5.81	-	-	6.12
ELECTRICIANS-----	5.67	6.38	5.34	6.40	6.24	\$5.72	-	6.12	\$5.90	5.96	6.16	\$5.93	\$5.85	-
ENGINEERS, STATIONARY-----	5.97	6.24	-	6.09	6.19	5.11	-	-	6.09	5.86	6.68	-	-	-
HELPERS, TRACES-----	-	4.38	-	4.60	5.00	4.72	-	-	-	-	4.57	-	4.76	3.96
MACHINE-TOOL OPERATORS, TOOLROOM-----	6.31	6.69	-	6.64	6.00	-	-	5.69	-	5.53	5.94	-	-	6.09
MACHINISTS-----	5.37	5.76	5.25	5.76	6.20	5.72	-	6.14	-	5.58	6.20	6.05	5.80	-
MECHANICS, AUTOMOTIVE-----	5.30	5.94	4.86	6.12	5.91	5.13	-	6.29	-	5.94	6.25	6.50	5.13	6.96
MECHANICS-----	5.44	6.10	5.39	6.03	5.64	5.00	-	5.61	5.16	5.66	5.62	6.06	5.60	5.86
MILLWRIGHTS-----	6.04	6.53	-	6.62	6.24	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	6.28	-	6.01	6.19	-	-	5.38	-	5.35	5.85	-	-	5.42
PIPEFITTERS-----	6.05	6.63	5.50	6.39	6.17	-	-	-	5.94	-	6.32	-	6.00	-
SHEET-METAL WORKERS-----	6.52	6.83	-	6.71	6.10	-	-	-	-	-	6.08	-	-	-
TOOL AND DIE MAKERS-----	6.43	6.77	-	6.51	6.35	-	-	5.70	-	6.29	6.13	-	5.22	6.14
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	4.48	5.20	-	4.69	4.71	-	-	4.64	-	4.55	4.52	4.15	3.74	3.86
JANITORS, PORTERS, AND CLEANERS-----	3.95	4.50	4.39	4.13	4.24	3.67	-	3.50	3.69	4.09	3.83	4.12	3.51	4.08
LABORERS, MATERIAL HANDLING-----	3.98	4.63	4.16	4.54	4.34	4.28	\$5.39	-	-	4.11	3.72	5.01	3.56	-
ORDER FILLERS-----	4.14	4.74	4.48	3.55	3.92	4.91	-	4.58	-	4.24	3.30	-	-	-
PACKERS, SHIPPING-----	4.02	4.85	-	4.09	3.76	4.08	-	3.96	-	3.79	2.98	-	-	-
RECEIVING CLERKS-----	3.97	4.37	-	4.08	4.91	-	4.50	4.29	-	4.15	4.39	-	4.31	-
SHIPPING CLERKS-----	4.19	4.29	-	4.98	4.43	4.01	-	4.24	-	4.14	3.76	-	-	-
SHIPPING AND RECEIVING CLERKS-----	4.17	4.68	-	-	3.90	4.45	-	3.92	-	4.63	4.73	-	3.80	4.18
TRUCKDRIVERS-----	4.70	4.98	4.43	5.56	6.24	4.67	5.66	5.66	4.96	5.36	5.72	-	4.35	6.38
LIGHT (UNDER 1-1/2 TONS)-----	4.59	4.98	-	4.32	4.70	-	-	3.89	-	4.58	4.12	-	4.76	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	4.14	4.67	-	4.95	5.21	4.37	5.29	4.81	-	4.06	5.38	-	3.96	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	5.23	4.84	-	5.16	5.79	4.47	-	6.14	-	5.24	5.94	6.23	4.12	6.01
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	4.90	-	-	7.88	-	-	-	-	5.95	6.72	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.25	4.82	4.44	4.78	4.84	4.53	-	4.60	-	4.56	4.72	4.77	3.90	4.78
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	3.53	-	-	4.75	5.52	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	4.01	-	4.43	-	4.42	4.43	-	4.18	-	4.07	4.15	-	3.88	-

Table A-22. Hourly earnings of plant workers, July through December 1974—nonmanufacturing

OCCUPATION	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUST IN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	\$3.82	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	6.14	-	\$5.01	\$6.98	-	-	-	-	-	-	-
ELECTRICIANS-----	-	-	5.84	\$6.40	-	6.26	-	-	-	-	\$4.71	-	-
ENGINEERS, STATIONARY-----	-	-	5.53	5.17	-	5.33	-	-	-	-	5.38	-	\$5.72
HELPERS, TRACES-----	-	-	5.01	5.32	-	4.94	-	-	-	-	5.33	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	\$6.04	\$5.92	6.15	5.90	6.17	6.72	\$5.15	\$5.15	\$5.87	\$4.39	5.35	-	-
MECHANICS-----	-	-	5.61	5.52	-	6.17	-	-	-	-	5.93	-	4.60
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	6.15	-	-
PAINTERS-----	-	-	4.57	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	4.84	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	2.33	-	2.44	2.21	2.38	2.38	-	2.12	-	-	2.39	-	-
JANITORS, PORTERS, AND CLEANERS-----	3.45	-	2.83	2.55	2.68	3.10	3.32	2.73	-	2.17	2.29	\$2.35	-
LABORERS, MATERIAL HANDLING-----	4.43	2.50	4.28	5.10	4.63	4.82	3.59	4.02	-	3.30	3.83	3.12	-
ORDER FILLERS-----	-	-	4.17	3.62	3.48	5.54	3.86	4.24	-	-	4.18	-	-
PACKERS, SHIPPING-----	-	-	3.20	3.05	3.05	3.32	2.76	-	-	-	3.89	-	-
RECEIVING CLERKS-----	4.28	-	4.04	4.57	4.02	4.87	3.69	4.80	-	3.01	4.26	-	-
SHIPPING CLERKS-----	-	-	3.85	-	4.13	4.89	3.79	-	-	-	5.45	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	4.61	-	3.20	4.59	-	-	-	-	3.82	-	-
TRUCKDRIVERS-----	6.09	4.81	5.91	5.85	5.56	6.46	4.75	5.38	5.87	3.83	5.34	4.61	3.93
LIGHT (UNDER 1-1/2 TONS)-----	-	-	3.29	-	4.66	3.66	-	4.94	-	2.37	4.15	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	5.31	-	5.46	5.93	5.56	6.47	-	3.76	-	3.56	4.57	4.16	4.02
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.25	-	6.32	6.24	-	6.69	5.27	5.65	-	-	6.23	-	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	6.20	5.73	4.69	7.03	6.36	4.12	-	-	5.26	-	-
TRUCKERS, POWER (FORKLIFT)-----	-	-	5.56	5.48	4.71	5.99	-	-	-	-	4.96	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	4.47	2.81	4.53	4.50	4.46	4.65	-	-	-	-	3.89	3.64	-

Table A-22. Hourly earnings of plant workers, July through December 1974—nonmanufacturing—Continued

OCCUPATION	SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS- FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO- WINSTON-SALEM- HIGH POINT	JACKSONVILLE	LEXINGTON- FAYETTE	LOUISVILLE	MELBOURNE- TITUSVILLE- COCCA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	\$5.12	-	-	-	\$5.10	\$5.86	-	-	\$7.31
ELECTRICIANS-----	\$5.36	-	-	-	-	-	-	-	-	6.59	-	-	6.17
ENGINEERS, STATIONARY-----	4.85	-	-	-	-	-	-	-	3.64	-	\$4.70	-	-
HELPERS, TRACES-----	3.47	-	-	-	4.22	-	-	-	-	3.41	-	-	-
MACHINE-TOOL OPERATORS, TOOL ROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	5.89	-	-	\$5.18	5.45	\$5.41	\$5.63	\$4.94	6.22	5.26	6.00	\$6.63	6.21
MECHANICS-----	5.40	-	-	-	-	-	-	5.66	-	-	-	-	6.01
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	4.17	-	-	-	-	-	-	5.64	-	4.31	-	-	6.13
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	2.31	-	\$2.93	-	2.23	2.13	2.20	-	-	2.64	2.12	2.24	2.36
JANITORS, PORTERS, AND CLEANERS-----	2.29	\$2.43	2.46	2.32	2.16	-	2.24	-	2.20	2.49	2.26	2.56	2.97
LABORERS, MATERIAL HANDLING-----	3.36	-	2.75	4.06	3.18	-	4.33	3.28	2.93	3.17	3.40	6.26	4.42
ORDER FILLERS-----	3.69	-	-	-	3.39	-	4.40	-	3.67	3.31	5.10	4.49	4.15
PACKERS, SHIPPING-----	2.88	-	-	-	2.79	-	-	-	3.66	2.98	3.45	-	3.41
RECEIVING CLERKS-----	3.87	-	-	3.28	3.71	-	4.44	-	4.21	3.98	3.69	-	4.28
SHIPPING CLERKS-----	4.03	-	-	-	-	-	-	-	-	-	-	-	4.38
SHIPPING AND RECEIVING CLERKS-----	4.04	-	-	-	-	-	-	-	-	-	-	-	4.60
TRUCKDRIVERS-----	5.03	-	3.30	4.49	4.04	5.70	5.59	4.35	5.31	4.45	5.14	6.41	5.91
LIGHT (UNDER 1-1/2 TONS)-----	3.03	-	-	-	2.99	2.47	2.29	-	3.10	3.10	2.94	-	4.59
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	5.53	-	-	4.41	4.13	5.04	4.91	4.60	4.53	3.87	5.06	5.68	5.72
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.29	-	-	4.71	4.47	-	6.46	-	5.59	5.25	6.09	6.53	6.48
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	-	-	-	5.19	-	-	5.30
TRUCKERS, POWER (FORKLIFT)-----	4.18	-	-	-	3.92	-	4.58	-	3.73	3.94	4.62	6.00	5.42
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	3.92	-	-	4.29	4.26	-	3.94	4.61	-	4.59	3.23	4.89	4.75

Table A-22. Hourly earnings of plant workers, July through December 1974—nonmanufacturing—Continued

OCCUPATION	NORTH CENTRAL--CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM-SANTA ANA-GARDEN GROVE	BILLINGS	DENVER-Boulder	LOS ANGELES-LONG BEACH	SACRAMENTO	SALT LAKE CITY-OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS--CONTINUED														
MAINTENANCE AND POWERPLANT														
MILLER TENDERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS	-	-	-	-	\$7.32	\$6.25	-	-	-	-	\$5.77	-	-	-
ENGINEERS, STATIONARY	-	-	-	-	7.37	6.79	-	-	-	-	6.29	-	-	-
HELPERS, TRACES	-	-	-	-	5.93	4.69	-	-	-	\$6.61	6.76	-	-	-
MACHINE-TOOL OPERATORS,	-	-	-	-	-	4.34	-	-	-	5.36	-	-	-	-
TOOLROOM	-	-	-	-	-	-	-	-	-	4.70	-	-	-	-
MACHINISTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE	\$6.32	\$5.77	\$6.07	\$6.39	6.39	6.05	-	\$5.89	\$6.27	6.48	6.74	\$7.13	\$6.64	\$5.63
MECHANICS	6.28	-	-	-	-	-	-	-	-	5.66	6.17	-	5.53	-
MILLWRIGHTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS	-	-	-	-	7.31	-	-	4.47	-	-	6.03	-	-	-
PIPEFITTERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHEEL AND RIM MAKERS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT														
DOORS AND WATCHMEN	2.34	2.14	-	2.25	2.58	-	-	2.44	-	2.34	2.39	-	-	2.29
INITIATORS, PORTERS, AND CLEANERS	2.49	2.87	2.48	2.48	3.05	2.28	\$3.16	2.76	2.45	2.64	3.24	3.37	2.32	3.14
LABORERS, MATERIAL HANDLING	4.50	4.09	5.39	4.60	4.88	4.24	-	3.76	-	4.39	6.17	5.29	4.55	-
TRUCK DRIVERS	3.10	4.16	-	4.04	4.50	4.06	-	5.51	-	4.45	5.08	-	3.28	-
DRIVERS, SHIPPING	3.99	2.80	-	2.88	4.34	3.50	-	-	3.36	4.62	3.98	-	2.73	-
RECEIVING CLERKS	4.01	3.65	-	4.09	4.59	4.23	-	5.34	3.90	3.84	4.48	-	3.47	4.64
STORAGE CLERKS	3.52	-	-	-	4.34	-	-	-	-	4.26	4.60	5.46	3.49	-
TRUCK DRIVERS	4.02	4.88	-	-	-	4.84	-	-	-	4.10	4.65	5.28	-	4.51
LIGHT (UNDER 1-1/2 TONS)	5.50	5.53	6.05	5.88	6.07	-	4.28	5.70	-	5.34	6.02	6.76	4.66	5.06
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)	3.18	3.36	-	4.64	5.38	3.29	-	-	-	3.72	5.11	-	3.04	4.91
HEAVY (OVER 4 TONS, TRAILER TYPE)	3.91	4.69	-	5.19	5.87	5.68	-	5.85	-	5.42	5.78	-	4.87	4.87
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)	6.46	6.14	5.54	6.52	6.25	6.16	-	6.06	-	6.23	6.40	7.28	5.69	-
TRUCKERS, POWER (FORKLIFT)	6.33	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)	4.84	-	-	4.86	5.45	5.06	-	5.71	-	5.32	5.91	5.36	4.01	-
WAREHOUSEMEN	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4.03	5.02	-	5.38	5.15	-	-	4.88	-	6.03	5.21	5.53	3.70	4.47

Table A-23. Hourly earnings of plant workers, July through December 1974—public utilities

OCCUPATION	NORTHEAST									SOUTH			
	ALBANY- SCHENECTADY- TROY	BINGHAMTON	BOSTON	BUFFALO	NORTHEAST PENNSYLVANIA	PHILADELPHIA	PORTLAND	SYRACUSE	TRENTON	AUSTIN	BALTIMORE	CHATTANOOGA	CORPUS CHRISTI
	SEPTEMBER	JULY	AUGUST	OCTOBER	AUGUST	NOVEMBER	NOVEMBER	JULY	SEPTEMBER	DECEMBER	AUGUST	SEPTEMBER	JULY
ALL WORKERS													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	\$5.66	-	-	-	-	\$5.23	-	\$5.83
ELECTRICIANS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	-	-	-	-	-	-	-	-
HELPERS, TRACES-----	-	-	\$5.86	\$5.43	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	6.72	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	\$6.21	\$5.92	6.44	6.25	\$6.49	6.56	\$5.41	\$5.76	\$5.94	\$4.28	6.39	-	4.79
MECHANICS-----	-	-	-	-	-	-	-	-	-	-	-	-	5.67
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	5.39	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	-	-	4.76	-	-	4.04	-	-	-	-	3.75	-	-
JANITORS, PORTERS, AND CLEANERS-----	4.33	-	-	4.01	-	4.30	4.16	-	4.38	-	3.57	3.45	-
LABORERS, MATERIAL HANDLING-----	5.69	-	4.94	6.38	4.84	6.13	-	-	5.69	-	5.41	-	-
ORDER FILLS-----	4.33	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	6.50	6.19	6.39	6.07	6.66	6.66	5.63	6.55	-	-	6.35	-	5.17
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	-	6.20	-	6.70	-	-	-	-	6.11	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	-	-	6.66	6.52	-	6.67	5.56	-	-	-	6.63	-	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	5.95	-	-	6.36	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	-	-	-	6.73	-	6.37	-	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	-	-	-	5.40	-	-	-	-	-	-	-	-	-

Table A-23. Hourly earnings of plant workers, July through December 1974—public utilities—Continued

OCCUPATION	-SOUTH--CONTINUED											NORTH CENTRAL	
	DALLAS-FORT WORTH	DAYTONA BEACH	GAINESVILLE	GREENSBORO-WINSTON-SALEM-HIGH POINT	JACKSONVILLE	LEXINGTON-FAYETTE	LOUISVILLE	MELBOURNE-TITUSVILLE-COCOA	MEMPHIS	MIAMI	OKLAHOMA CITY	AKRON	CLEVELAND
	OCTOBER	AUGUST	SEPTEMBER	AUGUST	DECEMBER	NOVEMBER	NOVEMBER	AUGUST	NOVEMBER	OCTOBER	AUGUST	DECEMBER	SEPTEMBER
ALL WORKERS-- CONTINUED													
MAINTENANCE AND POWERPLANT													
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	\$5.94	-	-	-	-	-	-	-	-	\$7.36	-	-	-
ENGINEERS, STATIONARY-----	5.20	-	-	-	-	-	-	-	-	7.06	-	-	-
HELPERS, TRACES-----	3.49	-	-	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOL ROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS, AUTOMOTIVE-----	6.25	-	-	\$5.19	\$6.14	\$5.53	\$6.17	-	\$6.40	7.28	-	-	-
MECHANICS-----	-	-	-	-	-	-	5.78	-	-	5.50	\$6.06	\$6.65	\$6.43
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT													
GUARDS AND WATCHMEN-----	-	-	-	-	-	-	-	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS-----	3.72	-	-	3.55	3.52	2.97	4.04	-	3.20	3.89	2.95	3.96	4.27
LABORERS, MATERIAL HANDLING-----	3.49	-	-	4.08	-	-	-	-	-	-	-	6.78	-
ORDER FILLERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	6.28	-	-	4.73	5.46	6.66	6.36	\$3.70	6.51	5.93	6.39	6.64	6.62
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	6.35	-	-	-	6.61	6.57	5.82	-	-	5.00	6.35	-	-
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.44	-	-	4.78	4.77	6.71	6.62	-	6.54	-	6.39	6.63	6.68
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	4.74	-	-	-	-	-	-	-	-	5.39	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	4.13	-	-	-	-
WAREHOUSEMEN-----	-	-	-	-	5.02	-	-	-	-	5.75	-	-	-

Table A-23. Hourly earnings of plant workers, July through December 1974—public utilities—Continued

OCCUPATION	NORTH CENTRAL—CONTINUED							WEST						
	COLUMBUS	DAYTON	GREEN BAY	INDIANAPOLIS	KANSAS CITY	OMAHA	SAGINAW	ANAHEIM—SANTA ANA—GARDEN GROVE	BILLINGS	DENVER—BOULDER	LOS ANGELES—LONG BEACH	SACRAMENTO	SALT LAKE CITY—OGDEN	SAN DIEGO
	OCTOBER	DECEMBER	JULY	OCTOBER	SEPTEMBER	OCTOBER	NOVEMBER	OCTOBER	JULY	DECEMBER	OCTOBER	DECEMBER	NOVEMBER	NOVEMBER
ALL WORKERS-- CONTINUED														
MAINTENANCE AND POWERPLANT														
BOILER TENDERS-----	-	-	-	-	-	-	-	-	-	-	\$5.57	-	-	-
CARPENTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICIANS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ENGINEERS, STATIONARY-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HELPERS, TRADES-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINISTS-----	\$6.48	\$5.92	\$6.41	\$6.42	\$6.58	\$6.05	-	\$5.73	\$6.38	\$6.62	7.13	\$7.34	\$6.70	\$5.56
MECHANICS, AUTOMOTIVE-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MECHANICS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MILLWRIGHTS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAINTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PIPEFITTERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHEET-METAL WORKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOOL AND DIE MAKERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CUSTODIAL AND MATERIAL MOVEMENT														
GUARDS AND WATCHMEN-----	-	-	-	5.12	-	-	-	-	-	-	5.19	-	-	-
JANITORS, PORTERS, AND CLEANERS-----	3.74	3.93	-	4.01	4.74	3.90	-	-	-	4.61	4.87	-	3.73	-
LABORERS, MATERIAL HANDLING-----	6.01	-	-	6.27	5.64	5.24	-	-	-	-	6.76	-	5.59	-
ORDER FILLERS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PACKERS, SHIPPING-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHIPPING AND RECEIVING CLERKS-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKDRIVERS-----	6.35	6.19	6.60	6.64	6.58 6.43	6.60	-	5.93	-	6.15	6.66	6.77	5.53	5.67
LIGHT (UNDER 1-1/2 TONS)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MEDIUM (1-1/2 TO AND INCLUDING 4 TONS)-----	-	-	-	5.97	-	6.42	-	-	-	6.01	6.47	-	5.38	5.57
HEAVY (OVER 4 TONS, TRAILER TYPE)-----	6.79	-	-	6.76	6.42	6.71	-	-	-	6.43	6.81	-	6.68	-
HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE)-----	-	-	-	6.80	-	-	-	-	-	6.62	6.84	-	-	-
TRUCKERS, POWER (FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRUCKERS, POWER (OTHER THAN FORKLIFT)-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAREHOUSEMEN-----	4.97	-	-	-	5.27	-	-	-	-	6.63	-	-	-	-

Table A-24. Percent increases in average hourly earnings for selected occupational groups in all industries, manufacturing, and nonmanufacturing, adjusted for employment shifts, July–December 1974⁶

Metropolitan area	All industries					Manufacturing					Nonmanufacturing			
	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Skilled maintenance trades (men)	Unskilled plant workers (men)	Office clerical (men and women)	Electronic data processing (men and women)	Industrial nurses (men and women)	Unskilled plant workers (men)
Northeast														
Albany–Schenectady–Troy	8.6	-	9.8	9.6	10.9	-	-	9.0	9.8	8.2	8.6	-	-	17.5
Binghamton	7.1	7.0	10.5	8.0	6.8	-	6.7	10.5	8.1	7.1	-	-	-	-
Boston	7.6	6.5	7.5	8.5	9.1	7.2	7.4	8.1	8.1	9.1	7.8	6.1	6.4	9.1
Buffalo	8.2	8.8	10.0	9.5	9.1	9.0	9.5	10.0	9.8	9.6	7.2	-	-	7.7
Northeast Pennsylvania	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Philadelphia	9.0	9.1	10.7	9.5	10.1	9.8	10.5	10.8	9.9	10.8	8.4	8.4	10.5	9.4
Portland	8.5	-	-	7.6	9.6	-	-	-	-	-	-	-	-	-
Syracuse	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	5.7	6.9	8.5	-	-	11.4
Trenton	8.1	9.0	10.3	8.5	8.2	8.3	-	10.3	8.4	8.8	-	(⁵)	(⁵)	(⁵)
South														
Austin	10.3	7.1	-	-	12.5	-	-	-	-	-	-	-	-	-
Baltimore	8.9	9.9	10.9	9.9	9.1	9.7	9.9	10.6	10.5	9.9	8.6	10.1	-	8.5
Chattanooga	9.3	9.5	9.5	8.3	10.3	8.9	-	9.5	8.4	9.2	9.1	-	-	15.3
Corpus Christi	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Dallas–Fort Worth	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Daytona Beach	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Jacksonville	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Greensboro–Winston–Salem–High Point	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Jacksonville	9.2	7.9	-	-	-	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Lexington–Fayette	(⁵)	(⁵)	(⁵)	10.7	11.6	-	-	-	12.1	9.5	9.4	7.9	-	13.0
Louisville	9.9	8.0	11.9	11.5	13.5	9.2	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Melbourne–Titusville–Cocoa	12.7	-	-	15.5	-	-	-	11.9	12.0	13.7	10.3	8.6	-	12.8
Memphis	8.7	6.7	10.9	8.5	11.8	9.9	-	-	-	-	-	-	-	-
Miami	9.4	9.6	-	9.5	12.6	-	-	-	8.4	10.9	8.3	6.6	-	12.5
Oklahoma City	8.2	7.0	-	8.6	10.0	10.8	-	-	-	14.3	9.5	9.1	-	11.8
North Central														
Albany	9.1	7.7	7.6	7.5	8.4	6.9	6.8	7.3	7.5	8.8	13.5	-	-	7.8
Cleveland	8.8	8.7	10.4	10.2	10.1	8.5	8.4	10.7	10.5	10.6	9.1	8.6	-	9.5
Columbus	8.6	8.4	9.5	8.7	9.8	7.9	-	8.3	9.2	9.0	8.9	-	-	10.5
Dayton	7.7	6.6	9.4	8.8	9.9	7.6	6.7	9.1	9.0	10.0	7.6	-	-	9.7
Green Bay	7.8	-	-	7.1	10.5	7.8	-	-	-	-	-	-	-	-
Indianapolis	8.6	7.6	10.4	9.5	10.4	8.9	6.7	10.6	9.6	11.3	-	-	-	-
Kansas City	8.0	6.8	9.7	9.9	8.7	8.7	6.9	10.9	10.0	10.4	8.4	8.4	-	10.4
Kansas City	9.6	9.1	-	11.6	6.9	-	-	-	9.9	9.7	7.9	6.8	-	7.8
Kansas City	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
West														
Anaheim–Santa Ana–Garden Grove	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Bakersfield	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
Boulder	10.5	11.0	10.4	9.2	10.9	11.2	-	12.2	9.3	12.6	10.3	11.1	-	10.5
Los Angeles–Long Beach	7.0	7.2	9.3	7.9	5.6	6.7	7.5	9.5	8.1	7.4	7.2	7.1	8.5	4.8
Sacramento	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)	(⁵)
San Diego	9.9	9.3	-	11.9	10.3	-	-	-	-	15.0	9.6	9.3	-	10.4
San Diego	7.7	6.8	6.4	8.1	9.0	7.1	6.0	6.1	9.6	-	8.2	7.9	-	-

See footnote at end of B-series tables.

NOTE: Data not comparable to previously published trend estimates. For details, see appendix A.

B. Establishment practices and supplementary wage provisions

Table B-1. Late-shift pay differentials for full-time manufacturing plant workers, January through December 1975

(All full-time manufacturing plant workers in each area=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Pough-keepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Balti-more	Chatta-nooga	Dallas-Fort Worth
<u>Percent of workers</u>																		
Working on:																		
Second shift	20.8	12.9	22.1	19.7	7.7	16.6	12.6	8.2	14.5	15.5	16.5	15.0	15.4	16.0	11.6	18.1	23.8	16.0
With no pay differential	1.2	.6	-	.7	.2	-	-	-	.1	-	.6	2.0	.2	1.1	3.8	.5	5.1	.4
With pay differential	19.6	12.3	22.1	19.0	7.5	16.6	12.6	8.2	14.4	15.5	15.9	13.0	15.2	14.9	7.8	17.5	18.7	15.6
Uniform cents (per hour)	8.2	4.0	10.6	5.3	3.2	10.2	8.5	4.5	6.5	8.1	9.4	7.7	14.4	12.5	6.8	9.2	15.9	13.1
Under 5 cents	-	-	.4	.4	-	-	.1	-	.1	-	-	1.4	-	.1	-	-	1.3	-
5 and under 6 cents	-	.1	.2	.1	-	.1	.7	1.2	-	1.2	.4	-	.3	1.2	-	.1	1.4	.2
6 and under 7 cents	-	.3	-	-	-	-	-	.4	-	.4	-	-	-	-	-	-	-	-
7 and under 8 cents	.3	-	.2	-	-	-	.4	.1	-	1.1	-	-	.7	-	-	.3	1.4	.3
8 and under 9 cents	-	-	.5	-	-	.2	-	-	-	.1	-	-	-	.2	-	-	.5	-
9 and under 10 cents	.4	-	.1	.2	-	.1	-	-	-	-	1.0	-	-	.2	-	-	-	-
10 and under 11 cents	1.3	1.5	.8	.8	.4	1.8	1.4	1.5	2.0	.6	1.0	3.8	2.2	2.5	-	4.7	5.7	3.3
11 and under 12 cents	-	.2	-	-	-	1.2	-	-	-	-	1.0	-	.4	.2	-	-	.5	-
12 and under 13 cents	1.4	(7)	1.2	-	-	1.7	.3	.1	.6	1.4	.5	-	.3	1.8	-	.8	.3	.9
13 and under 14 cents	1.1	.4	(7)	-	-	.2	.1	-	-	.1	-	-	-	2.1	-	(7)	.4	.3
14 and under 15 cents	.6	.2	-	-	-	.3	.2	.2	-	-	-	-	-	1.0	-	.8	-	.7
15 and under 16 cents	1.2	.2	1.8	.5	.2	2.4	1.0	.6	-	.7	2.8	1.8	1.1	-	2.7	1.0	.2	.8
16 cents and over	1.8	1.1	5.2	3.4	2.5	2.2	4.2	.5	3.7	2.5	3.7	.7	9.2	3.0	4.1	1.4	4.1	6.4
Uniform percentage	11.3	7.4	11.2	13.1	4.3	6.2	4.0	3.3	7.7	6.6	5.7	3.8	.7	2.4	.2	7.5	2.8	2.1
Under 5 percent	-	-	-	-	-	-	(7)	.6	.1	-	-	-	-	-	-	.8	.9	.1
5 percent	.9	.2	7.9	-	-	1.7	1.0	.3	.9	4.4	.1	.9	-	1.8	-	2.3	-	1.2
Over 5 and under 10 percent	-	1.4	.5	.2	.5	.8	.9	.3	-	-	2.8	-	.3	-	-	1.5	-	-
10 percent	10.4	5.1	2.9	12.4	2.7	3.6	1.6	2.0	6.8	1.5	2.9	2.9	.4	.6	.2	3.0	1.8	.7
Over 10 and under 15 percent	-	.2	-	.2	.7	.1	.4	-	-	-	-	-	-	-	-	-	-	-
15 percent and over	-	.5	-	.3	.4	-	.2	-	-	.6	-	-	-	-	-	-	-	-
Other ^a	.1	1.0	.3	.6	-	.2	.2	.4	.3	.8	.8	1.5	.1	.1	.7	.8	-	.4
<u>Average pay differential</u>																		
Uniform cents (per hour)	13.7	14.6	15.4	23.8	22.0	14.3	21.9	9.9	20.7	13.1	14.9	11.1	19.0	13.9	18.0	12.9	11.3	16.5
Uniform percent	9.6	10.0	6.4	10.1	10.3	8.4	8.5	8.0	9.4	7.0	8.6	8.9	9.0	6.3	10.0	7.2	8.0	6.7
<u>Percent of workers</u>																		
Working on:																		
Third shift	9.7	5.0	8.0	5.8	1.9	5.8	4.1	3.8	2.6	4.8	4.8	5.5	7.9	5.5	3.5	8.5	12.3	6.7
With no pay differential	-	.1	-	.5	.1	-	-	-	(7)	-	.6	-	-	.4	-	.3	1.0	.1
With pay differential	9.7	4.9	8.0	5.3	1.7	5.8	4.1	3.8	2.5	4.8	4.2	5.5	7.9	5.1	3.5	8.2	11.3	6.6
Uniform cents (per hour)	3.8	2.2	6.1	1.0	1.3	4.5	3.2	1.8	1.7	3.2	1.6	3.1	7.4	4.1	3.2	5.4	9.5	5.9
Under 7 cents	-	-	-	-	-	-	.1	-	-	-	-	.4	-	.4	-	-	2.3	.1
7 and under 8 cents	-	.1	-	.4	-	-	-	-	-	.3	-	.4	-	-	-	-	-	-
8 and under 9 cents	-	-	-	-	-	-	-	-	-	.1	-	-	-	-	-	-	1.3	-
9 and under 10 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 and under 11 cents	-	.4	.1	.1	.1	(7)	.3	.7	-	.1	.1	.3	.5	.8	-	.1	.6	.5
11 and under 12 cents	-	-	-	-	-	.2	-	-	-	.8	-	-	-	-	-	-	.2	-
12 and under 13 cents	.4	-	.7	-	-	(7)	.3	-	-	(7)	(7)	-	-	(7)	-	-	-	-
13 and under 14 cents	-	-	-	-	-	.1	-	-	-	-	-	-	-	-	-	-	.1	-
14 and under 15 cents	-	-	.1	-	-	-	-	-	-	.8	.2	1.1	.4	.1	-	2.8	.9	.6
15 and under 16 cents	1.3	.1	.2	-	-	.5	.2	.2	.4	.8	.2	1.1	.4	.1	-	2.8	.9	.6
16 cents and over	2.2	1.6	5.0	.5	1.2	4.1	1.9	.9	1.3	.8	1.4	.8	6.4	1.7	3.2	2.5	4.1	4.5
Uniform percentage	5.9	2.2	1.7	.1	.4	.9	.5	1.5	.9	1.0	2.3	1.9	.5	.7	.2	2.7	1.8	.1
Under 7 percent	-	-	-	-	.2	-	-	.5	-	-	-	-	-	-	-	.4	-	.1
7 and under 10 percent	-	.2	.1	-	-	.1	.1	-	-	.1	.7	-	-	-	-	.2	-	-
10 percent	5.9	1.1	1.5	(7)	-	.3	.2	.6	.1	.9	1.6	1.4	.3	.7	-	2.1	1.8	-
Over 10 and under 15 percent	-	.2	-	.1	-	.6	.1	-	.8	-	-	-	.2	-	.2	-	-	(7)
15 percent	-	.4	.1	(7)	.1	-	.1	.4	-	-	-	.5	-	-	-	-	-	-
Over 15 percent	-	.1	-	-	.1	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ^a	(7)	.6	.2	4.2	-	.4	.3	.4	-	.6	.3	.5	-	.3	.1	(7)	-	.5
<u>Average pay differential</u>																		
Uniform cents (per hour)	20.1	20.3	23.6	17.0	32.9	22.3	28.9	16.7	22.9	14.9	18.5	13.8	22.6	14.4	28.1	19.4	15.0	20.0
Uniform percent	10.0	11.6	10.2	12.2	12.0	11.0	10.7	9.9	12.3	9.7	9.7	11.3	10.7	10.0	12.5	8.9	10.0	8.8

See footnotes at end of B-series tables.

Table B-1. Late-shift pay differentials for full-time manufacturing plant workers, January through December 1975—Continued
 (All full-time manufacturing plant workers in each area=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Percent of workers																
Working on:																
Second shift	12.7	21.3	9.0	25.8	19.6	21.6	22.8	20.8	19.7	23.0	16.2	16.1	16.9	15.9	17.9	18.9
With no pay differential	.1	.4	1.8	-	.1	.8	(7)	-	.1	-	.9	-	1.5	1.3	.1	.1
With pay differential	12.6	20.9	7.2	25.8	19.5	20.8	22.7	20.8	19.6	23.0	15.3	16.1	15.3	14.7	17.8	18.9
Uniform cents (per hour)	7.4	13.2	6.1	12.1	14.1	19.8	8.0	17.6	18.5	16.1	11.0	14.8	11.1	11.6	13.9	8.7
Under 5 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 and under 6 cents	.1	-	-	-	.3	.3	-	-	.6	.5	.3	-	.4	.4	-	.4
6 and under 7 cents	-	-	-	-	.6	-	.2	-	.1	.5	-	-	-	-	-	-
7 and under 8 cents	-	-	1.0	-	.2	-	(7)	.1	-	-	-	-	-	-	-	-
8 and under 9 cents	-	.9	.1	-	.7	-	-	-	-	-	-	-	-	-	-	-
9 and under 10 cents	-	-	-	-	.2	.7	.4	-	.1	1.1	-	-	-	-	-	-
10 and under 11 cents	2.2	3.0	.9	2.1	2.1	3.0	2.3	2.6	3.2	2.2	1.9	2.0	-	-	-	-
11 and under 12 cents	-	-	-	-	.3	-	-	1.6	.9	-	4.2	1.7	3.8	3.9	1.5	-
12 and under 13 cents	1.1	1.3	-	.7	1.2	.2	.7	.3	.6	1.2	1.4	.3	-	-	-	-
13 and under 14 cents	-	.6	-	-	.9	6.2	.2	1.9	1.2	.1	-	.7	.9	.8	-	-
14 and under 15 cents	-	.2	-	-	3.0	1.0	.1	.1	.2	1.1	-	-	-	-	-	.3
15 and under 16 cents	2.6	3.7	2.0	.6	2.3	1.7	1.4	2.2	5.5	3.4	2.6	4.9	2.1	2.6	2.4	.2
16 cents and over	1.3	3.6	2.0	8.7	2.3	6.8	2.6	8.8	6.1	3.7	4.4	3.3	5.0	3.8	6.2	6.3
Uniform percentage	5.2	7.3	1.1	8.1	4.3	1.0	14.7	3.2	1.1	6.6	1.5	1.4	2.5	2.1	1.5	10.0
Under 5 percent	-	-	-	-	.2	.6	.5	1.3	-	-	-	-	.1	.4	-	1.1
5 percent	-	-	.3	2.3	1.6	-	7.9	.3	.3	6.5	.2	-	1.6	.5	.5	1.3
Over 5 and under 10 percent	1.0	-	.3	-	.3	-	1.9	1.2	.3	-	.8	1.4	.9	-	-	2.5
10 percent	4.2	7.3	.5	5.8	2.2	.4	4.3	.4	.4	.1	.5	-	-	1.1	1.0	5.1
Over 10 and under 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent and over	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ^a	-	.4	-	5.6	1.1	-	-	.1	-	.3	2.8	-	1.7	1.0	2.4	.2
Average pay differential																
Uniform cents (per hour)	13.7	15.0	16.5	32.2	13.3	15.9	14.3	17.4	16.3	13.6	15.8	13.5	17.2	14.2	17.8	19.4
Uniform percent	9.4	10.0	8.0	8.6	7.7	6.0	6.6	5.4	7.8	5.1	7.2	8.0	5.5	7.5	9.7	8.1
Percent of workers																
Working on:																
Third shift	2.0	6.1	2.1	6.9	8.9	11.8	5.2	7.0	5.7	8.6	3.6	5.4	4.7	4.6	8.8	4.6
With no pay differential	-	.4	-	-	.1	-	-	-	-	-	.4	-	-	.2	-	-
With pay differential	2.0	5.7	2.1	6.9	8.8	11.8	5.2	7.0	5.7	8.6	3.2	5.4	4.7	4.4	8.8	4.6
Uniform cents (per hour)	1.5	3.7	1.7	3.8	7.6	11.8	2.0	6.0	5.5	7.3	1.8	5.1	3.5	3.2	6.5	1.6
Under 7 cents	-	-	-	-	.4	-	.1	-	-	-	-	-	.4	-	-	-
7 and under 8 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 and under 9 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 and under 10 cents	-	-	-	-	.6	-	-	-	-	-	-	-	-	-	-	-
10 and under 11 cents	-	-	-	-	.1	-	.1	-	-	-	-	-	-	.2	-	-
11 and under 12 cents	.1	-	.2	.9	-	.3	-	.1	(7)	.3	-	-	.5	.2	-	.4
12 and under 13 cents	-	.4	-	-	.2	-	-	-	-	-	-	-	-	-	-	-
13 and under 14 cents	.1	.2	-	-	.4	-	.1	.1	.2	1.5	.3	-	.2	-	-	-
14 and under 15 cents	-	-	-	-	.3	-	-	-	.1	-	-	-	-	-	-	-
15 and under 16 cents	(7)	.4	.4	-	.8	.6	-	.2	(7)	.4	-	-	-	-	-	-
16 cents and over	1.2	2.7	1.1	2.9	.8	.3	.3	.1	.6	.7	.7	2.0	.3	.8	1.4	.4
Uniform percentage	(7)	2.0	.3	1.7	.8	10.6	1.4	5.5	4.4	4.3	.9	3.0	2.1	2.1	5.1	.9
Under 7 percent	-	-	-	-	.2	.1	.3	1.0	.2	1.3	-	.3	.1	.6	.7	1.5
7 and under 10 percent	-	-	-	-	.1	.1	.2	.6	.2	.1	-	-	-	.4	-	.5
10 percent	-	.5	.3	1.4	.5	-	.2	.6	(7)	1.2	-	-	.1	-	-	.5
Over 10 and under 15 percent	(7)	1.5	-	.3	-	-	2.3	.2	-	-	-	.3	-	-	.7	.1
15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	.3
Over 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ^a	.5	-	(7)	1.4	.4	-	.4	(7)	-	(7)	1.4	-	1.1	.6	1.6	1.5
Average pay differential																
Uniform cents (per hour)	24.4	20.8	25.8	41.4	16.7	20.6	19.4	23.5	22.4	18.4	16.8	21.4	18.0	20.9	27.3	19.0
Uniform percent	12.5	11.9	10.0	10.4	8.6	5.0	9.6	8.0	8.1	9.5	-	12.0	10.0	7.3	12.9	9.8

See footnotes at end of B series table

See footnotes at end of B-series tables.

Table B-2. Scheduled weekly hours⁹ and days of full-time first-shift workers,
January through December 1975—all industries

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worce- ster	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
Percent of workers by scheduled weekly hours and days																		
Under 35 hours	2	2	1	5	2	1	3	2	-	(10)	2	2	(10)	3	2	3	1	(10)
4 days	(10)	(10)	1	2	-	-	(10)	2	-	-	2	1	(10)	(10)	-	-	-	(10)
5 days	2	2	1	3	2	1	3	-	-	(10)	-	2	-	2	2	3	(10)	1
35 hours	5	5	4	1	6	2	12	12	6	4	6	1	6	(10)	5	6	-	2
5 days	5	4	4	1	6	2	12	12	6	4	6	1	6	(10)	4	6	-	2
Over 35 and under 37½ hours	1	3	2	-	1	1	2	1	4	-	-	-	1	(10)	-	1	-	(10)
4 days	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-	(10)
5 days	1	3	2	-	1	2	1	4	-	-	-	-	1	(10)	-	1	-	(10)
37½ hours—5 days	8	2	5	4	12	8	10	2	5	8	3	12	3	4	1	6	2	1
Over 37½ and under 40 hours—5 days	1	5	(10)	1	1	2	1	-	-	4	-	1	-	-	2	2	1	1
40 hours	81	79	87	72	75	83	70	78	72	82	87	69	75	84	74	78	84	82
4 days	-	-	-	-	(10)	-	-	-	-	-	(10)	-	-	1	2	(10)	(10)	-
4½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)	-	1	-	-
5 days	81	79	87	72	75	83	70	78	72	82	87	69	75	82	69	76	83	82
Over 40 and under 45 hours	-	(10)	1	3	3	1	1	-	5	(10)	-	4	7	3	7	2	2	3
4 days	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
5 days	-	(10)	1	3	3	1	1	-	5	(10)	-	4	6	1	3	1	1	1
5½ days	-	(10)	(10)	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1
6 days	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1
45 hours	(10)	3	(10)	4	-	1	(10)	3	3	2	-	6	4	3	3	2	2	2
5 days	(10)	2	(10)	3	-	1	(10)	3	3	2	-	6	4	1	3	2	2	(10)
5½ days	-	1	(10)	1	-	(10)	-	-	-	-	-	-	-	2	-	-	-	(10)
Over 45 and under 48 hours	-	(10)	(10)	1	-	(10)	-	-	3	-	1	-	-	2	3	(10)	-	3
5 days	-	-	-	-	-	-	-	-	3	-	1	-	-	1	-	-	-	1
6 days	-	(10)	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	1
48 hours	2	1	-	4	1	2	1	(10)	-	-	1	4	3	1	1	1	7	2
6 days	2	1	-	2	1	2	1	(10)	-	-	1	3	3	1	1	1	7	2
Over 48 hours	-	-	-	6	-	-	-	1	2	-	(10)	1	(10)	(10)	(10)	-	1	(10)
5 days	-	-	-	1	-	-	-	-	1	-	-	1	-	(10)	(10)	-	-	1
5½ days	-	-	-	5	-	-	-	1	1	-	-	1	-	(10)	-	-	-	1
6 days	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)	-	-	1	1
Average scheduled weekly hours																		
All weekly work schedules	39.5	39.4	39.5	40.6	39.2	39.7	38.9	39.4	40.1	39.6	39.7	40.2	40.3	40.0	40.2	39.3	40.5	40.5
Office workers																		
Percent of workers by scheduled weekly hours and days																		
Under 35 hours	2	1	(10)	1	2	(10)	2	-	-	-	(10)	1	-	(10)	-	2	-	-
4 days	-	-	-	(10)	-	-	(10)	-	-	-	(10)	1	-	(10)	-	2	-	-
5 days	2	1	(10)	1	2	(10)	2	-	-	-	-	-	-	(10)	-	2	-	-
35 hours	4	15	3	4	28	23	64	20	4	16	6	3	2	4	-	10	6	(10)
5 days	4	14	3	4	28	23	64	20	4	16	6	3	2	4	-	10	6	(10)
Over 35 and under 37½ hours	(10)	14	4	40	11	14	12	9	1	9	1	11	(10)	6	-	4	8	(10)
4 days	-	2	-	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-	(10)
5 days	(10)	12	4	40	11	14	12	9	1	9	1	11	-	6	-	4	8	-
37½ hours	38	27	35	22	24	34	11	29	13	33	14	43	5	17	10	22	23	11
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
5 days	38	27	35	22	24	34	11	29	13	33	14	43	5	17	10	22	23	10
Over 37½ and under 40 hours	4	11	5	(10)	2	7	1	6	2	6	1	5	(10)	3	17	9	7	5
4½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	4	11	4	(10)	2	7	1	6	2	6	1	5	(10)	3	17	9	7	5
40 hours	51	32	52	32	32	22	9	36	81	37	78	37	92	69	73	54	55	83
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-
5 days	51	32	52	32	32	22	9	36	81	37	78	37	92	69	72	53	55	83
Over 40 hours	-	(10)	(10)	1	-	-	-	-	-	-	-	(10)	(10)	1	(10)	(10)	(10)	(10)
5 days	-	(10)	(10)	1	-	-	-	-	-	-	-	(10)	(10)	1	(10)	(10)	(10)	(10)
5½ days	-	-	(10)	-	-	-	-	-	-	-	-	(10)	-	1	-	-	-	(10)
Average scheduled weekly hours																		
All weekly work schedules	38.6	37.8	38.8	37.8	37.4	37.4	35.9	37.9	39.4	38.0	39.3	38.3	40.6	39.1	39.5	38.6	38.8	39.7

See footnotes at end of B-series tables.

**Table B-2. Scheduled weekly hours^a and days of full-time first-shift workers,
January through December 1975—all industries—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale- Hollywood and West Palm Beach- Boca Raton	Lexington- Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis- St. Paul	Toledo	Anaheim- Santa Ana- Garden Grove	Fresno	Los Angeles- Long Beach	Salt Lake City-Ogden	San Francisco- Oakland	San Jose
Plant workers																
<u>Percent of workers by scheduled weekly hours and days</u>																
Under 35 hours	8	1	2	3	1	1	2	2	1	1	2	-	(10)	5	-	-
4 days	2	-	1	-	-	-	-	2	-	-	-	-	-	3	-	-
5 days	6	-	1	3	-	-	1	(10)	-	1	-	-	(10)	2	-	-
5 hours	3	1	7	2	(10)	1	3	1	4	(10)	2	-	(10)	-	-	-
Over 35 and under 37½ hours	3	1	7	2	(10)	1	3	1	4	2	-	4	1	-	3	6
4 days	1	1	(10)	(10)	(10)	1	3	1	4	2	-	4	1	-	3	6
5 days	-	-	-	-	-	-	-	1	1	1	1	-	2	(10)	1	(10)
7½ hours—5 days	1	1	(10)	(10)	(10)	1	3	1	-	1	-	-	-	-	-	-
Over 37½ and under 40 hours—5 days	3	7	1	11	2	1	2	4	5	3	1	-	2	(10)	-	(10)
40 hours	1	2	1	(10)	-	1	(10)	(10)	1	1	1	8	4	8	10	9
4 days	64	82	75	75	84	82	84	85	83	89	93	86	91	82	86	83
4½ days	(10)	-	(10)	-	1	3	-	-	-	-	1	-	-	-	-	-
5 days	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
Over 40 and under 45 hours	62	82	74	73	84	79	84	85	83	89	93	84	90	81	-	-
4 days	5	1	5	4	3	11	2	3	1	2	(10)	3	(10)	(10)	86	83
5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5½ days	2	(10)	1	(10)	2	6	2	3	1	1	-	-	-	(10)	-	-
6 days	1	(10)	1	4	-	6	-	-	-	(10)	(10)	1	(10)	-	-	-
5 hours	3	-	3	-	(10)	-	(10)	-	-	-	-	-	(10)	-	-	-
5 days	1	2	1	2	3	1	2	3	2	(10)	-	1	-	-	-	-
5½ days	1	2	1	2	2	1	(10)	2	1	-	-	-	-	1	-	-
Over 45 and under 48 hours	-	-	-	(10)	1	-	1	1	-	-	-	-	-	1	-	-
5 days	3	2	5	(10)	1	1	(10)	(10)	-	-	1	-	-	-	-	-
6 days	-	-	1	-	-	-	-	(10)	-	-	-	-	1	-	-	-
6 hours	3	2	4	(10)	1	1	(10)	-	-	-	(10)	-	-	-	-	-
6 days	7	-	2	2	4	-	1	(10)	1	1	1	-	1	1	-	-
Over 48 hours	7	-	2	2	3	-	-	(10)	-	-	-	-	(10)	2	-	2
5 days	3	-	(10)	-	1	-	1	(10)	1	1	-	-	(10)	2	-	2
5½ days	(10)	-	-	-	1	-	(10)	(10)	2	-	(10)	-	1	-	-	-
6 days	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	2	-	(10)	-	-	-	1	-	-	1	1	-	-	-	-	-
<u>Average scheduled weekly hours</u>																
1 weekly work schedules	40.2	39.8	40.0	39.5	40.6	40.3	39.9	39.9	39.9	40.0	39.9	39.7	39.9	39.6	39.6	39.6
Office workers																
<u>Percent of workers by scheduled weekly hours and days</u>																
Under 35 hours	2	-	(10)	1	(10)	-	-	-	-	-	(10)	-	-	-	1	-
4 days	1	-	(10)	-	-	-	-	-	-	-	(10)	-	-	-	-	-
5 days	1	-	-	1	(10)	-	-	-	-	-	-	-	-	-	-	-
5 hours	2	-	-	16	1	-	-	(10)	(10)	-	-	-	-	-	-	-
Over 35 and under 37½ hours	2	-	2	16	1	-	-	(10)	(10)	1	(10)	1	1	-	2	(10)
4 days	(10)	8	4	1	5	-	3	(10)	4	15	-	1	3	1	2	(10)
5 days	-	-	-	-	-	-	-	-	1	-	-	-	-	-	3	-
½ hours	(10)	8	4	1	5	-	3	(10)	3	15	-	-	-	-	-	-
4 days	27	4	25	26	16	28	16	13	9	7	12	19	15	5	18	10
5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 37½ and under 40 hours	27	4	24	26	16	28	16	13	9	7	12	19	15	5	18	10
4½ days	(10)	6	2	6	9	6	11	7	-	6	6	1	9	3	10	2
5 days	(10)	6	2	-	-	-	-	-	-	1	-	-	-	-	-	-
6 hours	66	81	65	50	69	66	70	80	70	71	80	79	73	90	67	88
5 days	-	-	-	-	(10)	-	-	-	-	-	-	2	-	-	-	-
Over 40 hours	66	81	65	50	68	66	70	80	70	71	82	77	73	90	67	88
5 days	2	1	2	(10)	1	1	(10)	(10)	(10)	(10)	(10)	-	-	(10)	-	-
5½ days	(10)	(10)	1	(10)	1	1	(10)	(10)	-	(10)	-	-	-	(10)	-	-
6 days	(10)	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-
<u>Average scheduled weekly hours</u>																
1 weekly work schedules	39.2	39.6	39.2	38.4	39.3	39.2	39.4	39.6	39.4	39.2	39.6	39.5	39.4	39.8	39.1	39.7

See footnotes at end of B-series tables.

**Table B-3. Scheduled weekly hours' and days of full-time first-shift workers,
January through December 1975—manufacturing**

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worce- ster	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
<u>Percent of workers by scheduled weekly hours and days</u>																		
Under 35 hours	2	-	-	3	2	-	6	3	-	-	3	1	-	-	-	(10)	-	-
4 days	-	-	-	3	-	-	-	3	-	-	3	1	-	-	-	-	-	-
5 days	2	-	-	-	2	-	6	-	-	-	-	-	-	-	-	(10)	-	-
35 hours—5 days	4	3	2	-	9	3	15	13	-	3	5	1	4	(10)	5	2	-	2
Over 35 and under 37½ hours	2	2	2	-	1	1	1	1	6	-	-	-	-	-	-	2	-	1
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	2	2	2	-	1	1	1	1	6	-	-	-	-	-	-	2	-	1
37½ hours—5 days	3	2	4	2	3	9	3	(10)	5	9	7	13	4	6	4	5	1	1
Over 37½ and under 40 hours	2	-	(10)	-	-	1	1	-	-	5	-	-	-	-	-	2	-	-
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	2	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
40 hours	86	88	92	75	80	83	73	80	78	80	80	69	75	92	80	87	87	88
4 days	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	1	(10)	-
4½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
5 days	86	88	92	75	80	83	73	80	78	80	80	69	75	90	79	85	87	88
5½ days	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 40 and under 45 hours	-	(10)	-	3	6	1	-	-	7	-	-	3	9	2	9	(10)	2	(10)
4 days	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	(10)	(10)
5 days	-	(10)	-	3	6	1	-	-	7	-	-	-	7	-	-	-	2	-
5½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	-	5	1	5	-	1	-	4	3	3	-	9	4	-	1	1	1	2
45 hours	-	5	1	4	-	1	-	4	3	3	-	9	4	-	1	1	1	1
5 days	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5½ days	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2
Over 45 and under 48 hours	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	-	1
5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
5½ days	-	-	-	2	-	(10)	2	-	-	-	3	4	4	-	-	1	8	1
48 hours	1	-	-	3	-	(10)	2	-	-	-	-	-	-	-	-	-	-	-
5½ days	-	-	-	2	-	(10)	2	-	-	-	3	2	4	-	-	1	8	1
6 days	1	-	-	7	-	-	-	-	1	-	-	-	-	-	1	-	1	1
Over 48 hours	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	-	-	-	5	-	-	-	-	1	-	-	-	-	-	-	-	-	1
5½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
6 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Average scheduled weekly hours</u>																		
All weekly work schedules	39.6	39.9	39.8	41.2	39.6	39.7	38.9	39.3	40.2	39.7	39.6	40.4	40.5	39.9	40.1	39.8	40.8	40.3
Office workers																		
<u>Percent of workers by scheduled weekly hours and days</u>																		
Under 35 hours	-	-	(10)	1	-	(10)	3	-	-	-	(10)	1	-	-	-	2	-	-
4 days	-	-	-	1	-	(10)	-	-	-	-	(10)	1	-	-	-	-	-	-
5 days	-	-	-	-	-	(10)	3	-	-	-	-	-	-	-	-	2	-	-
35 hours—5 days	1	13	2	-	18	7	58	12	1	2	1	3	1	-	-	4	-	-
Over 35 and under 37½ hours	1	1	-	1	3	3	9	9	-	1	-	1	-	-	-	(10)	-	-
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	1	1	-	1	3	3	9	9	-	1	-	1	-	-	-	(10)	-	-
37½ hours	11	18	12	4	14	42	15	32	1	38	4	30	7	9	7	15	8	-
5 days	11	18	12	4	14	42	15	32	1	38	4	30	7	9	7	15	8	-
Over 37½ and under 40 hours—5 days	3	6	8	-	1	12	1	4	-	6	(10)	2	-	1	-	9	6	4
40 hours	84	62	78	90	64	36	14	43	98	53	95	62	92	91	93	70	85	95
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
5 days	84	62	78	90	64	36	14	43	98	53	95	62	92	90	93	70	85	95
5½ days	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 40 hours—5 days	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	(10)	(10)	1
<u>Average scheduled weekly hours</u>																		
All weekly work schedules	39.6	38.8	39.5	40.0	38.6	38.3	36.2	38.2	39.9	38.9	39.8	38.9	39.8	39.8	39.8	39.1	39.7	40.0

See footnotes at end of B-series tables.

**Table B-3. Scheduled weekly hours' and days of full-time first-shift workers,
January through December 1975—manufacturing—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale- Hollywood and West Palm Beach- Boca Raton	Lexington- Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis- St. Paul	Toledo	Anaheim- Santa Ana- Garden Grove	Fresno	Los Angeles- Long Beach	Salt Lake City-Ogden	San Francisco- Oakland	San Jose
Plant workers																
Percent of workers by scheduled weekly hours and days																
Under 35 hours—	3	-	1	-	-	-	-	(10)	-	1	-	-	-	-	-	-
4 days—	3	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-
5 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35 hours—5 days	1	-	6	21	1	-	3	1	5	1	-	-	-	-	-	-
Over 35 and under 37½ hours—	-	-	1	-	-	-	1	(10)	2	2	2	7	1	-	8	10
4 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
37½ hours—5 days	8	8	1	1	3	1	3	6	5	1	2	-	1	1	-	-
Over 37½ and under 40 hours—	-	-	-	-	-	2	-	-	-	-	-	-	3	5	6	8
4 days—	-	-	-	-	-	-	-	(10)	-	-	-	-	1	-	-	-
5 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours—	77	92	86	75	85	83	89	85	79	94	96	90	92	90	85	81
4 days—	1	-	-	-	1	4	-	-	-	-	1	3	-	3	-	-
4½ days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days—	76	92	86	65	84	79	89	85	79	94	95	86	91	87	85	81
5½ days—	-	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-
Over 40 and under 45 hours—	1	1	1	-	2	12	2	4	1	-	-	-	-	1	-	-
4 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days—	1	1	1	-	1	8	2	4	1	-	-	3	-	1	-	-
5½ days—	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-
6 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours—	4	-	3	2	3	2	2	5	4	-	-	-	-	-	-	-
5 days—	4	-	3	2	3	2	(10)	3	3	-	-	-	-	4	-	-
5½ days—	-	-	-	-	-	-	2	2	1	-	-	-	-	4	-	-
Over 45 and under 48 hours—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5½ days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours—	-	-	-	-	5	-	-	-	1	-	-	-	-	-	-	-
5½ days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days—	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	1
Over 48 hours—	6	-	-	-	1	-	1	-	3	1	2	-	-	-	-	1
5 days—	-	-	-	-	1	-	1	-	3	-	1	-	1	-	-	-
5½ days—	2	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
6 days—	4	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Average scheduled weekly hours																
1 weekly work schedules—	40.5	39.8	39.7	39.0	40.7	40.4	40.0	40.1	40.2	40.0	40.2	39.8	40.1	40.1	39.4	39.4
Office workers																
Percent of workers by scheduled weekly hours and days																
Under 35 hours—	-	-	2	11	-	-	-	-	-	-	(10)	-	-	-	-	-
4 days—	-	-	2	-	-	-	-	-	-	-	(10)	-	-	-	-	-
5 days—	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-
35 hours—5 days	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Over 35 and under 37½ hours—	-	-	-	-	2	-	1	-	3	20	-	-	(10)	-	(10)	-
4 days—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-
5 days—	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-
37½ hours—	1	4	9	30	9	28	2	3	(10)	20	-	-	-	-	5	-
5 days—	1	4	9	30	9	28	2	3	9	6	-	12	11	1	18	11
Over 37½ and under 40 hours—5 days	-	-	-	-	(10)	7	1	3	9	6	-	12	11	1	18	11
4 days—	99	96	88	57	88	64	96	94	79	69	98	88	85	97	61	89
4½ days—	-	-	-	-	1	-	-	-	-	-	-	11	-	-	-	-
5 days—	99	96	88	54	88	64	96	94	79	69	98	77	85	97	61	89
5½ days—	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Over 40 hours—5 days	-	-	-	-	(10)	1	(10)	-	-	-	-	-	-	2	-	-
Average scheduled weekly hours																
1 weekly work schedules—	40.0	39.9	39.6	38.0	39.7	39.3	39.9	39.9	39.6	39.0	40.0	39.7	39.7	40.1	39.2	39.7

See footnotes at end of B-series tables.

Table B-4. Scheduled weekly hours^a and days of full-time first-shift workers,
January through December 1975—public utilities

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-- Schenectady-- Troy	Boston	Buffalo	Hartford	Nassau-- Suffolk	Newark	New York	Paterson-- Clifton-- Passaic	Pough- keepsie	Trenton	Utica-- Rome	Worces- ter	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas-- Fort Worth
Plant workers																		
Percent of workers by scheduled weekly hours and days																		
Under 35 hours—5 days	-	-	-	-	13	-	1	-	-	-	-	-	-	-	-	-	-	-
35 hours—5 days	-	-	-	-	4	-	1	6	-	-	-	-	-	-	-	-	-	-
Over 35 and under 37½ hours—5 days	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-
37½ hours—5 days	-	-	-	-	3	6	1	-	-	-	-	-	-	-	-	-	-	-
Over 37½ and under 40 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours	96	97	99	99	78	94	91	92	100	100	100	100	98	96	79	96	100	93
4 days	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-
5 days	96	97	99	99	78	94	91	92	100	100	96	100	98	93	79	96	100	93
Over 40 and under 45 hours	-	3	-	-	2	-	2	-	-	-	-	-	-	-	13	2	-	6
5 days	-	-	-	-	2	-	2	-	-	-	-	-	-	-	13	2	-	6
5½ days	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours	4	-	(10)	1	-	-	1	-	-	-	-	-	2	1	8	-	-	-
5 days	4	-	(10)	1	-	-	1	-	-	-	-	-	2	1	8	-	-	-
5½ days	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-
6 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
Over 45 and under 48 hours—5 days	-	-	-	-	-	-	-	2	-	-	-	-	-	2	-	-	-	-
48 hours	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
6 days	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2
Over 48 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Average scheduled weekly hours																		
All weekly work schedules	40.2	40.1	40.0	40.0	37.9	39.9	39.9	39.9	40.0	40.0	40.0	40.0	40.1	40.3	40.7	40.2	40.0	40.3
Office workers																		
Percent of workers by scheduled weekly hours and days																		
Under 35 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-
35 hours—5 days	3	2	2	-	47	79	60	42	-	73	10	-	-	7	-	4	-	-
Over 35 and under 37½ hours—5 days	-	-	3	-	-	-	12	15	-	-	-	-	-	-	-	-	-	-
37½ hours—5 days	73	48	36	30	31	1	6	2	18	-	77	88	-	38	-	39	37	-
Over 37½ and under 40 hours—5 days	-	-	-	-	15	-	(10)	-	-	-	-	-	-	-	-	-	-	-
40 hours—5 days	24	50	58	70	8	20	22	42	82	27	13	12	100	54	100	57	63	100
Over 40 hours	-	-	1	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-
5 days	-	-	1	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-
5½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Average scheduled weekly hours																		
All weekly work schedules	38.0	38.7	39.0	39.2	36.7	36.0	36.4	37.3	39.5	36.3	37.6	37.8	40.0	38.7	40.0	38.8	39.1	40.0

See footnotes at end of B-series tables.

Table B-4. Scheduled weekly hours⁹ and days of full-time first-shift workers,
January through December 1975—public utilities—Continued

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Plant workers																
Percent of workers by scheduled weekly hours and days																
Under 35 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35 hours—5 days	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 35 and under 37½ hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
37½ hours—5 days	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 37½ and under 40 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-
40 hours	90	95	94	99	88	100	100	95	99	95	100	100	99	100	97	100
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	90	95	94	99	88	100	100	95	99	95	100	100	99	100	97	100
Over 40 and under 45 hours	5	-	1	-	-	-	-	-	-	-	-	-	(10)	-	-	-
5 days	5	-	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-
5½ days	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours	-	5	2	1	3	-	-	-	(10)	(10)	-	-	(10)	-	-	-
5 days	-	5	2	-	3	-	-	-	(10)	(10)	-	-	-	-	-	-
5½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Over 45 and under 48 hours—5 days	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-
48 hours	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-
6 days	-	-	-	-	5	-	-	-	-	5	-	-	-	-	-	-
Over 48 hours—5 days	-	-	-	-	4	-	-	(10)	-	5	-	-	-	-	-	-
Average scheduled weekly hours																
All weekly work schedules	40.0	40.2	40.0	40.0	41.0	40.0	40.0	40.4	40.0	40.4	40.0	40.0	40.0	40.0	39.9	40.0
Office workers																
Percent of workers by scheduled weekly hours and days																
Under 35 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35 hours—5 days	-	-	4	7	-	-	-	-	-	1	-	-	-	-	-	(10)
Over 35 and under 37½ hours—5 days	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-
37½ hours—5 days	66	11	45	35	3	-	2	-	1	10	-	-	-	-	2	-
Over 37½ and under 40 hours—5 days	-	-	-	13	-	-	-	-	5	-	-	-	1	-	7	-
40 hours—5 days	34	89	51	44	97	100	98	99	94	88	100	100	97	100	(10)	99
Over 40 hours	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-
5 days	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
5½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Average scheduled weekly hours																
All weekly work schedules	38.4	39.7	38.7	38.6	39.9	40.0	40.0	40.0	39.9	39.8	40.0	40.0	39.9	40.0	39.7	40.0

See footnotes at end of B-series tables.

Table B-5. Annual paid holidays for full-time workers, January through December 1975—all industries

(All full-time workers=100 percent)

(All full-time workers=100 percent)																		
Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Poughkeepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Baltimore	Chattanooga	Dallas-Fort Worth
Plant workers																		
Percent of workers																		
In establishments not providing paid holidays--	1	7	1	2	2	1	3	4	(10)	1	3	4	1	6	22	3	7	5
In establishments providing paid holidays-----	99	93	99	98	96	99	97	96	99	99	97	96	99	94	78	97	93	95
Average number of paid holidays																		
For workers in establishments providing paid holidays-----	9.0	9.8	10.0	10.0	9.6	10.4	10.1	10.1	9.8	10.0	8.9	8.8	9.0	7.8	6.7	8.6	7.6	8.0
Percent of workers by number of paid holidays provided																		
Less than 5 holidays-----	-	2	1	(10)	2	-	(10)	(10)	-	2	-	1	-	3	5	3	8	4
5 holidays-----	3	-	1	(10)	(10)	-	(10)	-	2	-	2	2	(10)	17	25	-	16	9
5 holidays plus 1 half day or more-----	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	(10)
6 holidays-----	15	1	10	5	3	3	1	2	12	5	2	5	12	8	10	11	14	15
6 holidays plus 1 half day or more-----	(10)	-	(10)	1	-	-	-	-	-	(10)	(10)	1	1	-	-	1	-	-
7 holidays-----	6	3	4	12	12	4	12	7	5	5	4	5	9	13	7	10	9	11
7 holidays plus 1 half day or more-----	-	1	(10)	-	(10)	(10)	(10)	2	-	-	1	1	2	1	3	1	-	(10)
8 holidays-----	10	4	5	7	16	5	10	4	6	4	47	13	7	15	11	15	4	18
8 holidays plus 1 half day or more-----	5	1	(10)	1	1	3	1	2	-	-	2	5	4	-	-	3	(10)	(10)
9 holidays-----	7	12	18	14	9	10	11	14	3	14	3	37	23	17	3	23	8	15
9 holidays plus 1 half day or more-----	2	6	1	1	1	3	2	2	7	2	2	3	(10)	(10)	-	1	-	-
10 holidays-----	34	38	20	8	17	21	14	17	10	30	18	13	21	11	8	19	28	11
10 holidays plus 1 half day or more-----	-	6	2	2	2	5	2	5	2	3	1	3	-	-	-	2	-	-
11 holidays-----	11	13	15	10	14	17	20	14	44	11	5	5	16	2	5	1	6	4
11 holidays plus 1 half day or more-----	-	3	-	-	4	3	1	3	1	-	1	-	-	-	-	(10)	-	-
12 holidays-----	(10)	3	4	34	12	15	11	20	7	14	5	3	-	-	-	1	-	-
12 holidays plus 1 half day or more-----	2	1	2	-	-	1	1	1	-	-	1	-	-	-	-	-	-	-
13 holidays-----	(10)	(10)	(10)	1	3	2	4	1	2	1	-	-	4	3	-	3	-	2
13 holidays plus 1 half day or more-----	-	-	-	-	-	(10)	(10)	-	-	-	-	-	-	-	(10)	-	-	4
14 holidays or more-----	2	1	16	2	1	5	4	1	-	7	1	-	-	4	(10)	3	-	-
Office workers																		
Percent of workers																		
In establishments not providing paid holidays--	-	(10)	(10)	(10)	(10)	-	(10)	-	-	(10)	(10)	-	(10)	(10)	(10)	(10)	1	(10)
In establishments providing paid holidays-----	100	99	99	99	99	100	99	100	100	99	99	100	99	99	99	99	99	99
Average number of paid holidays																		
For workers in establishments providing paid holidays-----	10.0	10.5	10.1	10.1	10.7	11.2	10.9	10.7	10.3	10.7	9.1	9.7	9.3	8.2	8.1	9.3	7.9	8.3
Percent of workers by number of paid holidays provided																		
Less than 5 holidays-----	-	(10)	(10)	-	(10)	-	(10)	-	-	(10)	-	(10)	-	(10)	1	(10)	2	(10)
5 holidays-----	(10)	(10)	-	(10)	(10)	-	(10)	-	-	-	-	1	-	8	13	(10)	9	5
5 holidays plus 1 half day or more-----	-	-	-	-	-	-	-	-	-	-	1	-	-	1	(10)	-	(10)	1
6 holidays-----	8	1	9	1	2	1	(10)	1	9	2	4	1	10	17	9	8	12	14
6 holidays plus 1 half day or more-----	(10)	-	(10)	-	-	-	-	(10)	-	(10)	(10)	1	(10)	(10)	-	1	(10)	2
7 holidays-----	3	1	4	4	3	1	3	1	3	3	1	1	4	11	8	3	14	9
7 holidays plus 1 half day or more-----	-	(10)	2	(10)	(10)	(10)	(10)	3	-	1	(10)	(10)	2	3	1	2	(10)	3
8 holidays-----	5	2	3	3	5	2	8	2	3	5	42	6	6	14	11	10	21	19
8 holidays plus 1 half day or more-----	1	1	(10)	1	1	1	1	3	-	-	(10)	2	4	2	14	2	(10)	2
9 holidays-----	8	7	9	4	4	8	6	6	3	3	9	26	25	15	25	16	13	27
9 holidays plus 1 half day or more-----	2	5	4	4	2	2	2	3	3	1	7	4	(10)	1	-	3	-	(10)
10 holidays-----	31	28	22	56	11	15	14	28	8	28	14	35	15	17	9	40	23	12
10 holidays plus 1 half day or more-----	-	5	3	2	2	5	3	6	1	3	-	5	-	-	5	5	-	1
11 holidays-----	34	34	29	14	37	16	26	12	60	22	13	7	32	2	5	6	3	3
11 holidays plus 1 half day or more-----	-	2	1	-	8	2	2	7	1	-	3	-	-	-	-	(10)	-	-
12 holidays-----	2	11	6	10	21	31	14	23	7	30	4	8	-	-	-	1	-	1
12 holidays plus 1 half day or more-----	3	1	3	(10)	1	1	1	2	(10)	(10)	1	1	-	-	-	-	-	-
13 holidays-----	-	2	2	-	1	3	15	1	(10)	(10)	-	-	-	5	-	2	-	2
13 holidays plus 1 half day or more-----	-	(10)	-	-	(10)	9	1	2	3	(10)	-	-	-	-	(10)	(10)	-	-
14 holidays or more-----	3	(10)	3	1	1	2	2	(10)	-	3	1	-	(10)	1	(10)	1	-	2

See footnotes at end of B-series tables.

Table B-5. Annual paid holidays for full-time workers, January through December 1975—all industries—Continued
(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Plant workers																
Percent of workers																
In establishments not providing paid holidays—	21	7	6	3	2	3	4	3	2	2	10	11	8	12	7	5
In establishments providing paid holidays—	79	93	94	97	98	97	96	97	98	98	90	89	92	88	93	95
Average number of paid holidays																
For workers in establishments providing paid holidays—	7.0	8.8	6.9	8.0	8.6	8.7	9.6	10.0	8.6	10.4	8.7	8.3	8.8	8.2	9.1	9.3
Percent of workers by number of paid holidays provided																
Less than 5 holidays—	5	1	4	1	3	-	2	(10)	(10)	(10)	5	2	(10)	3	2	2
5 holidays—	9	3	12	1	2	-	1	(10)	(10)	1	1	2	-	1	(10)	1
5 holidays plus 1 half day or more—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays—	24	14	28	14	11	10	14	10	11	5	9	4	11	4	-	-
6 holidays plus 1 half day or more—	1	(10)	(10)	(10)	-	2	(10)	(10)	1	2	-	-	1	-	1	2
7 holidays—	11	12	20	21	14	10	5	5	8	4	7	16	8	20	8	7
7 holidays plus 1 half day or more—	-	-	1	(10)	(10)	(10)	1	1	4	1	2	1	1	1	(10)	1
8 holidays—	7	10	8	21	16	10	5	4	17	8	13	18	14	19	11	6
8 holidays plus 1 half day or more—	-	-	2	(10)	-	1	1	2	2	1	1	-	2	3	(10)	1
9 holidays—	10	11	6	20	15	29	13	16	24	21	15	22	25	18	30	25
9 holidays plus 1 half day or more—	1	1	-	1	1	20	-	(10)	1	2	-	-	1	1	1	3
10 holidays—	6	18	11	14	25	11	29	19	26	17	24	21	19	14	32	29
10 holidays plus 1 half day or more—	-	-	(10)	1	-	-	1	1	-	(10)	1	-	(10)	-	1	2
11 holidays—	1	20	(10)	2	7	3	4	14	2	7	5	1	3	3	4	9
11 holidays plus 1 half day or more—	1	-	(10)	-	-	-	-	1	-	-	-	-	(10)	-	1	-
12 holidays—	3	2	(10)	(10)	-	-	-	9	(10)	2	4	(10)	3	(10)	(10)	4
12 holidays plus 1 half day or more—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays—	-	-	-	-	4	-	2	7	-	7	3	1	2	-	(10)	3
13 holidays plus 1 half day or more—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more—	-	3	-	(10)	3	-	15	7	1	21	1	-	2	-	1	-
Office workers																
Percent of workers																
In establishments not providing paid holidays—	2	(10)	(10)	(10)	(10)	-	(10)	(10)	(10)	(10)	(10)	1	(10)	1	(10)	(10)
In establishments providing paid holidays—	98	99	99	99	99	100	99	99	99	99	99	99	99	99	99	99
Average number of paid holidays																
For workers in establishments providing paid holidays—	8.3	8.5	7.9	9.0	8.9	8.7	9.4	9.9	8.9	10.0	9.4	8.7	9.2	9.0	9.4	9.5
Percent of workers by number of paid holidays provided																
Less than 5 holidays—	1	1	1	-	(10)	-	1	-	-	-	(10)	(10)	(10)	1	(10)	-
5 holidays—	2	1	4	-	1	-	(10)	(10)	-	(10)	(10)	(10)	(10)	(10)	-	(10)
5 holidays plus 1 half day or more—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays—	12	32	18	3	7	9	9	7	4	3	6	4	4	1	(10)	(10)
6 holidays plus 1 half day or more—	(10)	1	1	-	-	2	16	1	3	2	-	-	-	-	(10)	(10)
7 holidays—	9	7	10	8	13	12	4	4	7	4	4	10	7	13	4	(10)
7 holidays plus 1 half day or more—	1	-	8	1	(10)	3	5	2	4	2	1	8	2	(10)	2	(10)
8 holidays—	30	5	27	15	10	7	3	3	12	8	13	17	12	18	12	17
8 holidays plus 1 half day or more—	3	-	3	3	-	3	4	1	11	1	12	15	11	3	12	7
9 holidays—	19	11	11	41	38	23	10	20	25	26	15	14	16	16	24	21
9 holidays plus 1 half day or more—	1	4	-	(10)	3	26	1	4	3	2	5	4	7	1	4	6
10 holidays—	10	9	15	22	21	9	22	24	25	21	24	15	23	40	28	27
10 holidays plus 1 half day or more—	-	-	(10)	1	(10)	-	1	2	2	-	1	-	5	3	3	3
11 holidays—	1	19	(10)	4	2	5	8	13	2	6	6	1	5	2	3	6
11 holidays plus 1 half day or more—	(10)	-	-	1	-	-	-	(10)	(10)	7	2	9	2	1	2	9
12 holidays—	7	2	1	1	1	-	(10)	10	(10)	3	-	-	-	-	2	-
12 holidays plus 1 half day or more—	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays—	-	7	-	1	3	-	1	2	-	6	10	1	4	-	(10)	-
13 holidays plus 1 half day or more—	-	-	-	-	-	(10)	-	(10)	2	-	-	-	-	-	-	-
14 holidays or more—	-	1	-	(10)	1	-	16	3	1	8	(10)	-	1	-	2	(10)

See footnotes at end of B-series tables.

**Table B-5a. Identification of major paid holidays for full-time workers,
January through December 1975—all industries**

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worce- ster	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
Percent of workers																		
New Year's Day	98	90	98	98	96	99	96	89	99	94	93	96	96	89	74	95	84	93
Lincoln's Birthday	4	-	2	(10)	17	17	29	6	4	3	1	-	-	-	-	-	-	-
Washington's Birthday	41	72	20	22	83	72	87	77	23	34	17	30	7	11	7	23	18	13
Good Friday	29	11	68	73	26	68	33	69	40	67	80	1	79	29	10	46	38	36
Good Friday, half day	-	-	(10)	(10)	1	-	1	(10)	-	-	-	-	2	-	-	1	-	-
Easter Monday	3	-	9	-	-	3	-	-	16	-	-	-	5	-	-	12	3	-
Memorial Day	99	90	98	97	95	99	96	94	97	95	97	95	99	58	33	95	66	70
Fourth of July	95	89	98	97	94	99	95	96	96	97	95	91	93	88	74	95	77	91
Labor Day	98	89	98	98	94	99	96	95	99	97	97	96	95	90	73	95	92	90
Columbus Day	9	64	5	5	22	28	43	15	12	9	7	35	1	1	-	5	-	1
Veterans Day	15	63	5	4	21	23	25	12	4	12	4	57	8	8	5	13	5	6
Election Day	32	4	8	-	33	27	43	39	11	7	7	-	5	-	-	-	-	-
Thanksgiving Day	98	91	98	98	96	99	96	96	99	97	97	95	99	92	74	94	91	94
Day after Thanksgiving	44	27	59	60	31	47	23	50	27	57	38	21	49	29	15	39	37	35
Christmas Eve	33	13	53	18	15	31	10	29	15	35	25	20	50	34	8	35	52	33
Christmas Eve, half day	10	14	5	5	8	12	6	11	7	5	4	10	6	2	4	7	1	1
Christmas Day	98	93	98	97	94	98	96	96	99	97	97	95	97	92	78	97	86	95
Christmas-New Year's holiday period ¹¹	2	1	15	3	-	3	-	-	-	12	-	-	-	6	-	4	-	6
New Year's Eve	6	4	31	14	5	10	6	14	6	25	18	3	31	13	2	10	5	11
New Year's Eve, half day	7	5	2	3	7	11	4	11	9	5	-	4	-	(10)	-	2	-	(10)
Employee's birthday	20	9	12	13	15	20	20	20	6	11	8	12	30	20	11	15	22	13
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	8	16	19	14	17	19	7	7	8	18	49	12	17	10	14	8	5	21
Floating holiday, 2 days ¹²	6	4	3	6	4	8	3	3	-	5	6	20	2	7	2	5	2	6
Office workers																		
Percent of workers																		
New Year's Day	98	99	99	99	99	100	99	99	100	99	99	100	99	99	99	99	97	99
Lincoln's Birthday	25	-	21	11	35	27	38	16	8	15	15	-	-	-	-	-	-	-
Washington's Birthday	65	77	49	38	94	84	93	83	24	66	28	62	13	22	38	53	20	23
Good Friday	20	12	53	59	28	67	36	73	26	76	71	12	73	36	12	61	47	37
Good Friday, half day	-	-	1	1	4	-	2	3	-	-	-	-	3	-	4	3	-	2
Easter Monday	(10)	-	8	-	-	3	-	-	-	6	-	-	2	-	-	3	1	-
Memorial Day	100	99	99	99	99	99	98	99	99	99	99	51	99	79	73	99	82	86
Fourth of July	99	99	99	99	99	100	99	100	99	99	99	98	97	99	99	99	95	99
Labor Day	99	95	99	99	99	99	99	99	100	99	99	99	98	99	99	99	99	99
Columbus Day	38	79	27	16	46	53	56	30	17	49	16	64	1	6	25	17	-	12
Veterans Day	39	86	26	14	42	44	41	29	8	30	20	80	19	12	34	32	5	14
Election Day	50	1	26	-	46	32	40	32	14	19	19	-	14	-	-	-	-	-
Thanksgiving Day	99	99	99	99	99	99	98	99	99	99	99	99	99	99	99	99	99	99
Day after Thanksgiving	44	37	51	75	42	62	36	57	23	68	35	14	49	34	34	43	35	42
Christmas Eve	24	11	31	9	19	24	8	19	13	25	14	11	45	26	7	23	38	26
Christmas Eve, half day	6	13	11	6	11	18	9	25	6	5	4	10	7	7	16	12	1	5
Christmas Day	98	98	99	99	99	99	98	100	100	99	99	99	99	99	99	99	98	99
Christmas-New Year's holiday period ¹¹	3	(10)	4	1	-	1	-	-	-	5	-	-	-	5	-	1	-	3
New Year's Eve	3	2	15	4	4	4	3	13	1	10	13	2	28	8	1	5	3	6
New Year's Eve, half day	1	2	5	3	8	10	5	17	4	3	-	2	-	2	-	4	-	3
Employee's birthday	6	4	7	4	7	6	5	9	49	2	6	8	10	8	3	11	34	10
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	10	23	21	24	10	20	10	15	3	30	46	8	24	19	29	16	12	25
Floating holiday, 2 days ¹²	10	5	6	35	9	13	9	15	-	7	4	24	4	11	7	6	3	5

See footnotes at end of B-series tables.

**Table B-5a. Identification of major paid holidays for full-time workers,
January through December 1975—all industries—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Plant workers																
Percent of workers																
New Year's Day	73	93	88	94	95	97	95	97	98	98	84	87	91	85	91	95
Lincoln's Birthday	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	5	5	10	57	10	7	7	4	9	17	28	53	37	34	75	62
Good Friday	19	45	26	5	31	22	57	48	35	52	21	16	15	8	19	27
Good Friday, half day	-	-	(10)	-	-	3	2	(10)	1	1	(10)	-	1	-	(10)	1
Easter Monday	-	-	-	15	-	9	-	-	-	-	-	-	-	-	-	-
Memorial Day	62	90	78	94	95	97	94	97	98	97	87	85	91	85	90	93
Fourth of July	73	93	90	94	91	97	94	95	98	97	87	87	92	84	91	93
Labor Day	74	92	90	95	96	97	94	97	98	97	85	87	92	83	92	93
Columbus Day	4	-	6	10	1	1	-	2	(10)	1	3	8	3	-	8	4
Veterans Day	8	3	5	31	6	6	4	7	9	10	17	25	19	13	29	14
Election Day	-	(10)	-	-	(10)	-	1	4	1	-	-	-	-	-	-	-
Thanksgiving Day	79	93	90	95	97	97	95	96	98	-	-	-	-	-	-	-
Day after Thanksgiving	15	29	10	15	45	33	58	69	36	50	86	87	92	87	86	94
Christmas Eve	9	39	6	5	47	54	56	70	52	67	42	35	36	19	44	54
Christmas Eve, half day	-	1	3	2	1	4	4	6	5	4	25	20	25	15	23	29
Christmas Day	75	93	89	96	98	97	96	97	98	97	88	89	91	87	93	95
Christmas-New Year's holiday period ¹¹	-	3	-	-	5	-	13	5	-	25	-	-	3	-	-	-
New Year's Eve	-	18	-	-	24	21	29	57	19	61	10	9	9	-	7	15
New Year's Eve, half day	-	-	1	1	-	20	1	6	5	4	-	1	2	2	2	-
Employee's birthday	11	11	21	24	20	23	13	15	19	16	15	15	24	13	33	13
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	3	(10)	-	3	(10)
Floating holiday, 1 day ¹²	3	17	10	15	8	17	18	23	29	9	18	14	12	11	16	22
Floating holiday, 2 days ¹²	11	2	5	2	7	2	5	9	6	8	5	6	5	-	4	10
Office workers																
Percent of workers																
New Year's Day	98	91	98	99	99	100	99	99	99	99	98	99	99	98	99	99
Lincoln's Birthday	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	39	12	39	81	38	9	9	19	25	26	48	75	63	60	94	70
Good Friday	22	29	21	14	25	18	38	45	30	48	14	11	14	9	16	14
Good Friday, half day	-	-	7	-	-	10	22	5	5	3	13	26	19	-	18	8
Easter Monday	-	-	-	2	-	3	-	-	-	-	-	-	-	(10)	-	-
Memorial Day	91	97	94	99	99	100	98	99	99	99	99	97	99	98	99	99
Fourth of July	97	98	99	99	97	100	98	99	99	99	99	99	99	98	99	99
Labor Day	97	98	99	99	99	100	98	99	99	99	95	99	99	98	99	99
Columbus Day	7	8	3	44	18	5	-	7	10	10	8	11	8	22	14	9
Veterans Day	41	14	36	60	16	9	3	18	14	19	16	25	9	40	23	5
Election Day	-	1	-	-	2	-	4	2	1	-	-	-	-	-	-	-
Thanksgiving Day	94	99	99	99	99	100	99	99	99	99	99	99	99	98	99	99
Day after Thanksgiving	25	20	21	21	57	32	60	68	42	55	52	31	44	22	49	99
Christmas Eve	10	25	7	6	36	42	45	61	37	45	24	13	20	13	15	60
Christmas Eve, half day	-	4	11	5	3	15	9	10	17	9	7	-	8	4	10	20
Christmas Day	98	99	98	99	99	100	97	99	98	98	98	99	98	98	99	99
Christmas-New Year's holiday period ¹¹	-	1	-	-	3	-	6	2	-	12	-	-	2	-	-	-
New Year's Eve	-	10	-	-	12	26	25	44	9	38	9	3	7	-	-	-
New Year's Eve, half day	-	-	3	3	-	15	3	5	7	4	-	1	4	2	8	10
Employee's birthday	12	9	21	5	13	21	16	11	9	14	10	12	12	12	13	11
Admission or State Day	-	-	-	-	-	-	-	-	-	-	12	25	15	-	25	16
Floating holiday, 1 day ¹²	3	12	8	14	13	14	26	28	40	11	28	19	26	18	28	31
Floating holiday, 2 days ¹²	14	3	9	4	2	12	13	11	9	16	5	11	7	-	11	13

See footnotes at end of B-series tables.

Table B-6. Annual paid holidays for full-time workers, January through December 1975—manufacturing

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Poughkeepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Baltimore	Chattanooga	Dallas-Fort Worth
Plant workers																		
<u>Percent of workers</u>																		
In establishments not providing paid holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	(10)	2	(10)
In establishments providing paid holidays	100	100	100	100	100	100	100	100	100	100	100	100	100	100	95	99	98	99
<u>Average number of paid holidays</u>																		
For workers in establishments providing paid holidays	9.5	10.2	10.9	10.7	9.9	10.8	10.5	10.3	10.2	10.7	9.6	8.8	9.3	8.9	7.4	9.4	7.8	9.0
<u>Percent of workers by number of paid holidays provided</u>																		
Less than 5 holidays	-	-	-	-	3	-	-	-	-	-	-	-	(10)	2	4	-	9	-
5 holidays	5	-	1	-	-	-	-	-	3	-	-	1	(10)	9	12	-	13	5
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	4	-	-	-	3	-	-	-
6 holidays	5	-	1	1	-	(10)	(10)	1	3	-	-	3	7	10	20	1	16	11
6 holidays plus 1 half day or more	-	-	(10)	(10)	-	-	-	-	(10)	-	-	2	1	-	-	2	-	-
7 holidays	3	2	2	7	9	-	3	5	2	-	7	7	10	10	6	7	9	7
7 holidays plus 1 half day or more	-	-	-	-	(10)	-	-	3	-	-	3	1	-	1	9	1	-	-
8 holidays	5	4	3	6	11	4	17	3	7	4	11	8	4	13	19	13	3	26
8 holidays plus 1 half day or more	4	1	-	1	2	4	1	-	-	-	5	7	5	-	-	6	-	-
9 holidays	6	9	19	10	12	3	11	19	2	16	5	50	26	19	2	33	7	16
9 holidays plus 1 half day or more	4	13	1	2	3	5	3	1	9	3	5	4	1	-	-	1	-	-
10 holidays	54	36	25	10	21	28	16	15	13	29	34	9	23	14	7	22	34	10
10 holidays plus 1 half day or more	-	9	2	1	3	4	3	7	3	4	1	2	-	-	-	-	-	-
11 holidays	9	16	18	12	9	26	14	16	51	15	11	4	17	5	14	2	8	9
11 holidays plus 1 half day or more	-	4	-	-	2	2	2	5	-	-	-	-	-	-	-	1	-	-
12 holidays	-	2	5	48	20	13	12	25	8	17	11	2	-	-	-	1	-	3
12 holidays plus 1 half day or more	-	2	-	-	-	-	2	-	-	(10)	-	-	-	-	-	-	-	-
13 holidays	-	(10)	(10)	-	5	4	7	-	-	(10)	-	-	5	7	-	5	-	5
13 holidays plus 1 half day or more	-	-	-	-	-	1	(10)	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more	4	2	23	2	(10)	5	7	(10)	-	11	3	-	-	10	-	5	-	7
Office workers																		
<u>Percent of workers</u>																		
In establishments not providing paid holidays	-	-	(10)	-	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-
In establishments providing paid holidays	100	100	99	100	100	100	99	100	100	100	100	100	100	100	100	100	100	100
<u>Average number of paid holidays</u>																		
For workers in establishments providing paid holidays	9.5	10.3	10.5	10.8	10.8	10.7	10.9	10.8	10.7	10.7	9.5	9.0	9.7	9.5	8.3	9.6	8.1	9.0
<u>Percent of workers by number of paid holidays provided</u>																		
Less than 5 holidays	-	-	-	-	-	-	(10)	-	-	-	-	-	-	(10)	1	-	7	-
5 holidays	1	-	-	-	-	-	(10)	-	-	-	-	2	(10)	5	14	-	10	3
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	3	-	-	-	2	-	-	-
6 holidays	4	-	3	(10)	-	(10)	(10)	1	1	-	1	1	3	6	6	2	10	15
6 holidays plus 1 half day or more	-	-	(10)	-	-	-	-	-	-	(10)	-	1	(10)	-	-	1	-	-
7 holidays	7	1	1	6	4	3	1	1	1	-	3	3	6	6	1	1	15	6
7 holidays plus 1 half day or more	-	-	-	-	(10)	(10)	(10)	1	-	2	3	(10)	-	8	4	3	-	-
8 holidays	8	2	1	2	5	1	8	1	3	4	14	3	4	18	33	13	7	22
8 holidays plus 1 half day or more	3	(10)	-	(10)	1	2	1	-	-	-	1	6	7	-	-	3	-	1
9 holidays	5	4	12	6	5	1	6	5	1	4	23	59	21	11	8	25	9	20
9 holidays plus 1 half day or more	1	15	4	1	5	4	2	2	5	1	2	10	(10)	-	-	1	-	-
10 holidays	59	35	39	27	16	35	14	32	5	29	29	8	23	15	7	39	34	12
10 holidays plus 1 half day or more	-	9	3	6	1	3	3	7	1	5	-	1	-	-	-	1	-	-
11 holidays	10	23	22	9	13	31	26	13	81	34	10	2	36	2	25	3	8	8
11 holidays plus 1 half day or more	-	6	1	-	4	7	2	15	-	-	-	-	-	-	-	1	-	-
12 holidays	-	2	5	41	41	9	14	23	2	17	8	3	-	-	-	-	-	2
12 holidays plus 1 half day or more	-	3	(10)	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-
13 holidays	-	(10)	-	-	2	3	15	-	-	(10)	-	-	-	24	-	6	-	6
13 holidays plus 1 half day or more	-	-	-	-	-	(10)	1	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more	2	1	7	3	(10)	1	2	(10)	-	3	3	-	-	3	-	2	-	2

See footnotes at end of A-series tables.

Table B-6. Annual paid holidays for full-time workers, January through December 1975—manufacturing—Continued
(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	Lexington-Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis-St. Paul	Toledo	Anaheim-Santa Ana-Garden Grove	Fresno	Los Angeles-Long Beach	Salt Lake City-Ogden	San Francisco-Oakland	San Jose
Plant workers																
Percent of workers																
In establishments not providing paid holidays--	5	-	-	-	-	-	-	(10)	(10)	-	1	-	2	3	-	-
In establishments providing paid holidays--	95	100	100	100	100	100	100	99	99	100	99	100	98	97	100	100
Average number of paid holidays																
For workers in establishments providing paid holidays--	8.6	9.6	6.9	8.9	9.5	9.1	10.8	10.8	9.2	11.5	9.5	8.6	9.5	8.7	9.5	9.7
Percent of workers by number of paid holidays provided																
Less than 5 holidays--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays--	-	-	7	-	1	-	-	-	-	-	1	-	-	-	-	-
5 holidays plus 1 half day or more--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays--	20	10	34	4	6	5	5	1	1	-	8	2	8	-	2	-
6 holidays plus 1 half day or more--	-	-	-	-	-	-	(10)	-	1	(10)	-	-	1	-	-	-
7 holidays--	11	8	34	20	7	6	2	3	6	1	3	14	3	22	4	1
7 holidays plus 1 half day or more--	-	-	2	-	-	-	(10)	(10)	2	1	3	2	2	3	-	9
8 holidays--	16	13	11	11	12	13	3	2	13	4	16	32	12	15	6	6
8 holidays plus 1 half day or more--	-	-	3	2	-	2	1	2	1	2	2	-	5	6	-	1
9 holidays--	24	7	4	20	15	30	12	16	33	14	7	22	21	19	36	24
9 holidays plus 1 half day or more--	4	-	-	10	1	26	-	-	1	3	-	-	1	3	2	5
10 holidays--	2	26	4	19	35	13	39	22	39	21	36	27	27	25	39	32
10 holidays plus 1 half day or more--	-	-	(10)	-	-	-	2	1	-	-	2	-	-	-	1	3
11 holidays--	3	29	1	13	11	5	5	19	1	7	8	2	3	-	5	11
11 holidays plus 1 half day or more--	4	-	-	-	-	-	12	2	-	-	-	-	(10)	-	-	-
12 holidays--	11	3	-	-	-	-	1	-	1	3	5	-	6	1	(10)	5
12 holidays plus 1 half day or more--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays--	-	-	-	-	6	-	4	10	-	11	6	-	5	-	(10)	5
13 holidays plus 1 half day or more--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more--	-	4	-	-	5	-	26	9	2	32	1	-	4	-	3	-
Office workers																
Percent of workers																
In establishments not providing paid holidays--	(10)	-	-	-	-	-	-	(10)	-	-	-	-	-	3	-	-
In establishments providing paid holidays--	99	100	100	100	100	100	100	99	100	100	100	100	100	97	100	100
Average number of paid holidays																
For workers in establishments providing paid holidays--	9.3	10.0	7.3	8.7	9.6	9.3	11.6	10.6	9.4	10.9	10.2	8.7	9.8	8.8	9.4	9.8
Percent of workers by number of paid holidays provided																
Less than 5 holidays--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays--	-	-	4	-	(10)	-	-	-	-	-	(10)	-	-	-	-	-
5 holidays plus 1 half day or more--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays--	11	7	23	6	6	8	3	(10)	2	(10)	2	2	3	-	(10)	-
6 holidays plus 1 half day or more--	-	-	1	-	-	-	1	(10)	1	1	-	-	1	-	-	(10)
7 holidays--	22	4	39	21	6	4	(10)	3	4	4	1	15	2	22	7	2
7 holidays plus 1 half day or more--	-	-	2	-	-	2	(10)	1	1	-	1	1	3	1	1	-
8 holidays--	10	4	12	5	9	6	3	1	7	5	10	27	14	12	5	10
8 holidays plus 1 half day or more--	-	-	6	8	-	1	1	1	4	2	3	-	6	6	3	1
9 holidays--	10	13	4	36	23	27	7	13	24	10	13	21	21	22	31	28
9 holidays plus 1 half day or more--	6	-	-	-	1	23	-	1	(10)	2	-	5	1	1	4	8
10 holidays--	3	18	6	9	38	18	34	27	52	32	32	25	25	31	42	22
10 holidays plus 1 half day or more--	-	-	(10)	-	-	-	1	2	5	-	2	-	-	-	1	4
11 holidays--	5	51	2	15	7	12	7	22	(10)	6	13	3	3	1	3	7
11 holidays plus 1 half day or more--	1	-	-	-	-	-	-	(10)	-	6	-	-	2	-	-	-
12 holidays--	31	1	-	-	-	-	(10)	18	1	6	4	-	8	2	1	16
12 holidays plus 1 half day or more--	-	-	-	-	9	-	-	-	-	-	-	-	-	-	-	-
13 holidays--	-	-	-	-	-	-	2	5	-	11	17	-	10	-	(10)	-
13 holidays plus 1 half day or more--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more--	-	2	-	-	2	-	40	4	(10)	15	1	-	2	-	1	1

See footnotes at end of B-series tables.

Table B-6a. Identification of major paid holidays for full-time workers, January through December 1975—manufacturing

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Poughkeepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Baltimore	Chattanooga	Dallas-Fort Worth
Plant workers																		
Percent of workers																		
New Year's Day	98	98	100	100	97	100	97	90	100	98	90	100	96	98	91	99	88	99
Lincoln's Birthday	-	-	-	-	13	8	24	3	1	1	-	-	-	-	-	-	-	-
Washington's Birthday	50	76	18	8	93	69	91	81	20	36	27	23	4	3	4	22	22	8
Good Friday	33	16	90	93	35	89	55	84	47	87	76	27	90	44	26	70	46	61
Good Friday, half day	-	-	-	(10)	1	-	1	-	-	-	-	-	2	-	-	1	-	-
Easter Monday	4	-	14	-	-	3	-	-	-	15	-	-	4	-	-	11	3	-
Memorial Day	100	100	100	100	97	100	99	99	97	100	100	100	100	80	62	99	77	79
Fourth of July	93	97	99	99	97	100	98	100	95	100	96	93	93	94	91	99	78	98
Labor Day	98	97	99	100	97	100	100	100	100	100	100	100	96	99	91	99	98	99
Columbus Day	4	57	1	-	14	18	30	11	9	5	9	21	1	1	-	6	-	1
Veterans Day	6	59	2	(10)	19	13	12	8	2	8	3	54	8	7	-	8	4	5
Election Day	46	8	6	-	34	22	55	46	10	6	12	-	4	-	-	-	-	-
Thanksgiving Day	100	99	100	100	97	100	100	100	100	100	100	100	100	99	91	98	98	99
Day after Thanksgiving	65	46	80	81	55	71	45	69	32	78	76	30	56	60	24	65	48	54
Christmas Eve	58	24	75	23	32	50	27	39	19	46	55	28	61	65	10	61	65	55
Christmas Eve, half day	8	27	3	4	9	13	10	14	9	7	3	12	6	1	12	8	-	-
Christmas Day	100	100	99	98	92	99	98	100	100	98	100	100	98	96	95	99	89	99
Christmas-New Year's holiday period ¹¹	3	1	22	2	-	5	-	-	-	17	-	-	-	17	7	7	-	12
New Year's Eve	11	6	43	17	9	17	17	19	8	33	40	5	38	28	-	17	6	22
New Year's Eve, half day	7	10	(10)	3	8	10	5	14	12	7	-	5	-	-	-	3	-	-
Employee's birthday	15	5	6	9	13	17	12	20	6	12	10	8	34	15	3	8	26	5
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	4	26	23	18	17	23	5	6	11	20	14	16	18	6	18	6	4	24
Floating holiday, 2 days ¹²	7	8	2	8	3	10	5	3	-	7	11	29	3	1	5	4	-	10
Office workers																		
Percent of workers																		
New Year's Day	99	99	98	100	99	100	100	99	100	100	97	100	99	99	99	100	94	100
Lincoln's Birthday	-	-	-	-	5	2	16	(10)	1	(10)	-	-	-	-	-	-	-	-
Washington's Birthday	54	63	34	13	97	72	92	88	7	51	7	19	1	3	3	44	18	4
Good Friday	28	23	85	93	26	92	52	96	25	87	75	27	88	29	31	72	47	64
Good Friday, half day	-	-	1	-	1	-	1	-	-	-	-	-	5	-	-	1	-	-
Easter Monday	1	-	19	-	-	3	-	-	-	10	-	-	3	-	-	8	3	-
Memorial Day	100	100	99	100	100	100	99	100	100	100	100	100	100	88	78	99	79	83
Fourth of July	98	99	99	99	99	100	99	100	99	100	97	96	96	98	99	100	89	99
Labor Day	98	84	99	100	100	100	100	100	100	100	100	100	98	100	99	100	100	100
Columbus Day	(10)	49	2	-	12	13	31	1	3	33	1	15	(10)	5	-	3	-	(10)
Veterans Day	5	74	1	(10)	13	11	7	4	1	1	1	57	8	3	-	7	2	2
Election Day	46	4	3	-	20	20	28	27	5	9	11	-	1	-	-	-	-	-
Thanksgiving Day	100	99	99	100	100	99	100	100	100	100	100	100	100	100	99	99	100	100
Day after Thanksgiving	72	58	79	90	74	78	64	88	20	92	80	30	71	67	21	70	54	58
Christmas Eve	56	17	59	33	48	59	21	39	13	37	49	26	72	67	12	63	68	48
Christmas Eve, half day	4	30	7	7	9	13	16	25	5	8	3	11	7	8	6	6	-	1
Christmas Day	100	100	98	100	100	99	100	100	100	100	100	100	99	99	100	99	97	100
Christmas-New Year's holiday period ¹¹	8	(10)	10	3	-	1	-	-	-	9	-	-	-	28	-	4	-	11
New Year's Eve	9	2	28	12	7	9	10	25	2	16	44	6	46	34	-	15	8	21
New Year's Eve, half day	3	7	2	6	10	8	14	23	5	6	-	5	-	-	-	5	-	1
Employee's birthday	7	2	1	10	4	12	4	7	3	2	11	5	12	13	4	9	23	1
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	11	51	40	31	16	32	16	18	3	22	28	14	24	21	27	13	10	24
Floating holiday, 2 days ¹²	11	6	4	9	5	17	12	15	-	14	12	45	7	1	13	6	-	13

See footnotes at end of B-series tables.

**Table B-6a. Identification of major paid holidays for full-time workers,
January through December 1975—manufacturing—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale— Hollywood and West Palm Beach— Boca Raton	Lexington— Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis— St. Paul	Toledo	Anaheim— Santa Ana— Garden Grove	Fresno	Los Angeles— Long Beach	Salt Lake City—Ogden	San Francisco— Oakland	San Jose
Plant workers																
Percent of workers																
New Year's Day	95	100	100	100	99	100	100	99	99	99	94	100	97	97	100	100
Lincoln's Birthday	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	8	4	(10)	60	4	4	4	2	6	10	24	52	26	36	71	63
Good Friday	51	64	32	8	41	24	79	58	52	65	37	28	27	8	30	42
Good Friday, half day	-	-	(10)	-	-	2	2	-	2	(10)	(10)	-	1	-	-	-
Easter Monday	-	-	-	11	-	12	-	-	-	-	-	-	-	-	-	-
Memorial Day	95	100	94	100	100	100	100	99	99	100	98	100	98	97	100	100
Fourth of July	91	100	100	100	93	100	100	97	98	100	99	100	98	94	100	100
Labor Day	95	100	99	100	100	100	100	99	99	100	99	100	98	94	100	100
Columbus Day	6	-	-	14	1	-	-	1	(10)	2	-	100	98	97	100	100
Veterans Day	-	-	-	27	7	4	2	7	5	-	-	-	1	-	3	-
Election Day	-	-	-	-	-	-	1	6	1	8	8	28	12	1	24	8
Thanksgiving Day	95	100	98	100	100	100	100	99	99	100	98	100	98	97	100	100
Day after Thanksgiving	53	43	16	19	68	39	81	90	60	72	66	59	60	37	66	69
Christmas Eve	29	56	11	14	73	69	81	88	79	88	42	39	44	28	55	40
Christmas Eve, half day	-	-	4	10	1	1	3	5	3	4	6	-	9	12	3	10
Christmas Day	95	100	100	100	99	100	100	99	99	98	94	100	96	97	100	100
Christmas—New Year's holiday period ¹¹	-	4	-	-	9	-	22	6	-	39	-	-	8	-	-	-
New Year's Eve	-	26	-	-	41	27	47	77	30	82	18	21	19	-	20	21
New Year's Eve, half day	-	-	(10)	9	-	26	1	5	3	4	-	2	3	6	1	-
Employee's birthday	4	3	16	35	11	20	2	16	9	7	6	7	19	4	14	3
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	8	24	8	12	12	20	20	25	41	7	22	22	10	13	14	25
Floating holiday, 2 days ¹²	8	-	-	10	4	1	6	11	4	9	7	-	8	-	9	14
Office workers																
Percent of workers																
New Year's Day	99	100	100	100	99	100	100	99	100	99	96	100	98	97	100	100
Lincoln's Birthday	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	7	2	(10)	66	5	2	5	2	9	6	23	61	31	36	89	59
Good Friday	49	52	29	3	46	27	65	55	41	62	27	34	29	16	22	26
Good Friday, half day	-	-	1	-	-	2	1	2	5	1	(10)	-	(10)	-	3	2
Easter Monday	-	-	-	7	-	5	-	-	-	-	-	-	-	-	-	-
Memorial Day	97	100	98	100	100	100	100	99	100	100	99	100	99	97	99	100
Fourth of July	99	100	100	100	92	100	100	97	99	100	100	100	100	94	100	100
Labor Day	99	100	98	100	100	100	100	99	100	100	100	100	100	97	100	100
Columbus Day	2	-	-	24	(10)	-	-	1	(10)	-	-	-	(10)	-	(10)	-
Veterans Day	-	-	-	29	2	1	1	5	1	3	6	30	8	2	29	3
Election Day	-	-	-	-	-	(10)	4	(10)	-	-	-	-	-	-	-	-
Thanksgiving Day	99	100	100	100	99	100	100	99	100	100	98	100	100	97	100	100
Day after Thanksgiving	57	43	29	21	76	48	90	92	65	83	75	49	66	34	73	73
Christmas Eve	16	50	10	4	75	71	85	90	72	63	43	40	41	29	51	33
Christmas Eve, half day	-	-	9	3	(10)	4	3	5	2	9	6	-	13	7	6	13
Christmas Day	99	100	100	100	99	100	99	99	100	96	96	100	97	97	100	100
Christmas—New Year's holiday period ¹¹	-	2	-	-	10	-	15	4	-	22	-	-	9	-	-	-
New Year's Eve	-	25	-	-	37	40	54	73	16	53	15	12	15	-	-	-
New Year's Eve, half day	-	-	(10)	3	-	23	2	5	2	3	-	6	9	6	1	19
Employee's birthday	17	6	28	8	4	22	1	16	8	7	7	12	11	1	6	11
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	8	24	15	13	19	18	38	33	54	15	29	29	15	31	17	32
Floating holiday, 2 days ¹²	6	-	-	4	1	6	27	13	6	16	7	-	5	-	11	15

See footnotes at end of B-series tables.

Table B-7. Annual paid holidays for full-time workers, January through December 1975—public utilities

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Poughkeepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Baltimore	Chattanooga	Dallas-Fort Worth
Plant workers																		
Percent of workers																		
In establishments not providing paid holidays	-	1	-	-	-	-	3	-	-	(10)	-	-	-	-	6	-	-	2
In establishments providing paid holidays	100	99	100	100	100	100	97	100	100	99	100	100	100	100	94	100	100	98
Average number of paid holidays																		
For workers in establishments providing paid holidays	10.7	10.2	10.7	10.3	10.9	10.7	10.8	11.1	11.2	10.5	10.9	10.4	9.6	8.6	8.6	10.1	9.0	9.1
Percent of workers by number of paid holidays provided																		
Less than 5 holidays	-	-	1	-	-	-	-	-	-	-	-	-	-	3	6	-	-	-
5 holidays	-	-	-	-	-	-	1	-	-	-	-	-	-	1	13	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	(10)	1	-	-	-	-	-	-	-	-	-	1
6 holidays	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-	7	3
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	-	1	(10)	-	4	1	-	-	-	7	-	-	6	9	-	1	10	4
7 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1
8 holidays	8	-	2	-	1	-	3	-	-	-	3	9	22	20	8	-	10	16
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
9 holidays	9	10	14	18	-	33	14	7	-	8	4	3	2	34	12	22	26	31
9 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 holidays	26	71	31	34	20	9	18	43	19	47	44	47	49	29	54	43	43	43
10 holidays plus 1 half day or more	-	-	(10)	22	-	-	-	-	-	-	-	-	-	-	25	-	-	-
11 holidays	32	4	25	26	45	2	30	-	44	-	-	21	21	1	-	-	4	-
11 holidays plus 1 half day or more	-	-	-	-	21	6	2	-	-	-	22	-	-	-	-	-	-	-
12 holidays	4	14	3	-	7	50	22	37	37	33	-	19	-	-	-	-	-	-
12 holidays plus 1 half day or more	21	-	23	-	-	-	-	-	-	-	27	-	-	-	-	-	-	-
13 holidays	-	-	-	-	2	-	3	7	-	5	-	-	-	-	-	-	-	-
13 holidays plus 1 half day or more	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more	-	-	-	-	-	-	3	6	-	-	-	-	-	-	-	7	-	-
Office workers																		
Percent of workers																		
In establishments not providing paid holidays	-	1	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-
In establishments providing paid holidays	100	99	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100
Average number of paid holidays																		
For workers in establishments providing paid holidays	11.0	10.3	10.6	9.9	11.1	10.4	10.8	10.8	11.6	10.4	11.0	10.7	9.1	8.8	9.4	9.7	9.1	8.6
Percent of workers by number of paid holidays provided																		
5 holidays	-	-	-	-	1	-	-	-	-	-	-	-	-	1	9	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6
6 holidays	-	-	(10)	(10)	-	-	(10)	-	-	2	6	-	-	4	(10)	8	7	7
6 holidays plus 1 half day or more	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	-	5	-	-	(10)	(10)	1	-	-	-	-	-	3	8	-	(10)	3	1
7 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
8 holidays	1	1	12	-	(10)	3	4	-	-	-	-	1	41	20	3	1	9	23
8 holidays plus 1 half day or more	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-	2	-	-
9 holidays	14	4	16	13	2	47	4	7	-	-	10	5	13	35	7	19	43	29
9 holidays plus 1 half day or more	-	-	-	30	-	-	1	-	-	-	-	-	-	-	-	-	-	-
10 holidays	9	62	17	41	16	4	24	39	12	74	7	26	29	31	80	39	34	32
10 holidays plus 1 half day or more	-	-	-	9	-	-	(10)	13	-	-	-	-	-	-	-	27	-	-
11 holidays	50	4	25	6	47	4	45	-	18	-	-	62	14	1	-	3	5	-
11 holidays plus 1 half day or more	-	-	-	-	29	-	3	-	-	-	59	-	-	-	-	-	-	-
12 holidays	(10)	24	2	-	5	42	15	40	70	24	-	6	-	-	-	-	-	-
12 holidays plus 1 half day or more	25	-	27	-	-	-	2	-	-	-	19	-	-	-	-	-	-	-
13 holidays	-	-	-	-	1	1	1	2	-	-	-	-	-	-	-	-	-	-
13 holidays plus 1 half day or more	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-

See footnotes at end of B-series tables.

Table B-7. Annual paid holidays for full-time workers, January through December 1975—public utilities—Continued
(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Plant workers																
Percent of workers																
In establishments not providing paid holidays	-	-	-	1	2	-	-	-	-	1	-	2	1	-	-	-
In establishments providing paid holidays	100	100	100	99	98	100	100	100	100	99	100	98	99	100	100	100
Average number of paid holidays																
For workers in establishments providing paid holidays	9.4	9.2	9.3	9.4	9.2	9.2	9.3	8.9	9.2	9.5	9.5	9.7	9.8	9.3	9.7	9.9
Percent of workers by number of paid holidays provided																
Less than 5 holidays	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays	-	-	-	-	-	-	5	-	-	-	-	-	-	-	3	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	-	-	4	3	4	1	2	8	(10)	-	8	-	1	-	-	-
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	5	-	7	3	-	-	-	9	3	-	3	-	3	4	-	2
7 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-
8 holidays	9	3	3	3	21	-	6	13	31	6	1	5	4	20	-	(10)
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-	1
9 holidays	29	70	22	37	22	65	34	33	18	51	7	15	15	29	17	10
9 holidays plus 1 half day or more	-	9	-	-	-	21	-	-	1	-	-	-	-	-	-	-
10 holidays	57	17	63	53	52	13	50	33	36	23	75	78	62	30	73	74
10 holidays plus 1 half day or more	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
11 holidays plus 1 half day or more	-	-	-	-	-	-	2	4	9	17	5	-	14	15	7	13
12 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office workers																
Percent of workers																
In establishments not providing paid holidays	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
In establishments providing paid holidays	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Average number of paid holidays																
For workers in establishments providing paid holidays	9.6	9.2	9.3	9.4	9.5	9.2	9.7	9.6	8.7	9.5	9.7	9.6	9.8	9.1	9.7	9.9
Percent of workers by number of paid holidays provided																
5 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays	1	-	5	1	1	7	1	6	5	-	3	-	(10)	-	-	-
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 holidays	-	-	8	1	6	-	3	2	20	3	2	1	1	15	-	1
7 holidays plus 1 half day or more	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-
8 holidays	1	14	1	4	5	-	4	2	10	6	(10)	7	7	18	2	(10)
8 holidays plus 1 half day or more	-	-	-	-	-	-	-	1	-	-	-	-	(10)	-	-	1
9 holidays	34	40	29	41	19	34	23	15	34	43	5	25	9	19	29	6
9 holidays plus 1 half day or more	-	29	-	-	-	51	-	-	2	7	-	-	-	-	-	-
10 holidays	64	17	58	53	68	9	57	64	15	21	76	68	79	39	64	91
10 holidays plus 1 half day or more	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
11 holidays	-	-	-	-	-	-	10	9	11	19	4	-	4	8	2	1
11 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
12 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	(10)
13 holidays	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of B-series tables.

**Table B-7a. Identification of major paid holidays for full-time workers,
January through December 1975—public utilities**

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worces- ter	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
<u>Percent of workers</u>																		
New Year's Day	100	99	100	100	100	100	97	100	100	99	95	100	100	95	94	100	100	98
Lincoln's Birthday	33	-	25	-	91	51	56	42	44	39	2	-	-	-	-	-	-	-
Washington's Birthday	85	97	70	90	97	99	96	96	100	86	9	100	65	44	54	93	35	57
Good Friday	57	22	57	62	31	72	32	68	56	43	84	3	93	61	12	50	76	38
Good Friday, half day	-	-	(10)	-	-	-	(10)	-	-	-	-	-	-	-	-	1	-	-
Easter Monday	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Memorial Day	100	99	99	99	100	100	96	100	100	99	95	100	100	90	74	100	100	97
Fourth of July	100	99	99	100	83	100	91	100	100	99	95	100	100	95	94	100	100	98
Labor Day	100	99	99	100	83	100	92	100	100	99	95	100	100	95	94	100	100	98
Columbus Day	53	78	39	79	94	71	69	81	100	79	6	97	-	-	-	7	-	4
Veterans Day	81	81	44	67	66	82	63	74	63	86	5	91	22	26	54	79	52	30
Election Day	40	-	39	-	87	57	62	42	82	44	3	-	19	-	-	-	-	-
Thanksgiving Day	100	99	99	100	100	100	97	100	100	99	95	100	100	95	87	100	100	98
Day after Thanksgiving	47	16	53	23	18	8	17	13	37	12	7	-	55	29	71	47	2	54
Christmas Eve	-	2	8	-	-	6	3	10	37	-	-	-	-	25	20	10	20	32
Christmas Eve, half day	21	-	23	22	21	-	2	6	-	-	5	-	-	-	-	27	-	2
Christmas Day	100	99	100	100	100	99	97	100	100	99	95	100	100	98	94	100	100	98
New Year's Eve	2	2	2	6	3	1	2	9	-	8	-	-	7	3	-	6	-	2
New Year's Eve, half day	-	-	14	22	21	6	2	-	-	-	-	-	-	-	-	5	-	1
Employee's birthday	26	13	43	26	2	11	16	2	-	9	7	38	32	34	-	45	39	38
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	2	13	6	35	1	-	7	-	-	40	77	-	45	9	54	28	4	39
Floating holiday, 2 days ¹²	3	-	11	-	5	-	3	-	-	-	1	-	-	18	-	-	36	1
Office workers																		
<u>Percent of workers</u>																		
New Year's Day	100	99	100	100	100	100	99	100	100	99	99	100	100	100	100	100	100	100
Lincoln's Birthday	51	-	25	-	83	46	51	40	18	24	22	-	-	-	-	-	-	-
Washington's Birthday	87	97	86	95	98	100	99	96	100	98	37	100	62	43	80	90	44	42
Good Friday	48	16	67	47	50	56	28	50	82	26	69	3	98	77	7	50	84	44
Good Friday, half day	-	-	(10)	30	-	-	2	-	-	-	-	-	-	-	-	2	-	-
Easter Monday	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Memorial Day	100	99	100	99	99	100	99	100	100	99	99	100	100	93	91	100	100	94
Fourth of July	100	99	100	100	100	100	99	100	100	99	99	100	100	100	100	100	100	100
Labor Day	100	99	100	100	100	100	99	100	100	99	99	100	100	100	100	100	100	100
Columbus Day	75	86	48	88	98	90	74	79	100	97	22	97	7	-	-	4	-	5
Veterans Day	95	84	47	64	52	89	59	84	30	98	28	99	30	40	80	87	43	24
Election Day	51	-	40	-	82	45	55	40	88	24	22	-	24	-	-	-	-	-
Thanksgiving Day	100	99	100	100	100	100	99	100	100	99	99	100	100	100	100	100	100	100
Day after Thanksgiving	35	8	54	11	16	3	27	15	70	1	16	-	49	22	90	41	2	41
Christmas Eve	-	2	4	-	-	(10)	2	2	70	-	-	-	-	26	11	2	17	33
Christmas Eve, half day	25	-	27	9	29	-	5	13	-	-	5	-	-	-	-	29	-	7
Christmas Day	100	99	100	100	100	99	99	100	100	99	99	100	100	100	100	100	100	100
New Year's Eve	(10)	-	(10)	5	1	-	(10)	16	-	-	-	-	2	1	-	1	-	2
New Year's Eve, half day	-	-	16	9	29	-	5	-	-	-	-	-	-	-	-	2	-	1
Employee's birthday	25	7	39	14	-	2	13	-	-	-	4	67	15	16	-	31	53	31
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Floating holiday, 1 day ¹²	3	14	2	34	-	1	9	-	-	73	54	-	15	7	80	37	5	32
Floating holiday, 2 days ¹²	1	-	3	-	1	-	5	-	-	-	(10)	-	-	25	-	-	30	5

See footnotes at end of B-series tables.

**Table B-7a. Identification of major paid holidays for full-time workers,
January through December 1975—public utilities—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale- Hollywood and West Palm Beach- Boca Raton	Lexington- Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis- St. Paul	Toledo	Anaheim- Santa Ana- Garden Grove	Fresno	Los Angeles- Long Beach	Salt Lake City-Ogden	San Francisco- Oakland	San Jose
Plant workers																
<u>Percent of workers</u>																
New Year's Day	100	100	99	99	98	89	100	100	100	99	100	98	99	100	97	100
Lincoln's Birthday	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	17	19	61	96	61	14	37	25	30	76	83	98	89	69	92	100
Good Friday	73	78	74	25	65	18	62	58	35	80	-	18	22	27	35	-
Good Friday, half day	-	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-
Easter Monday	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-
Memorial Day	94	100	99	99	98	89	95	100	100	99	100	98	99	100	97	100
Fourth of July	100	100	99	99	98	89	100	100	100	99	100	98	99	100	97	100
Labor Day	100	100	99	99	98	89	100	100	100	99	100	98	99	100	97	100
Columbus Day	-	-	6	12	-	5	-	4	-	-	51	98	99	100	100	100
Veterans Day	81	31	28	81	17	9	22	17	39	32	64	47	15	44	21	31
Election Day	-	5	-	-	6	-	-	-	-	-	-	-	-	-	-	-
Thanksgiving Day	100	100	99	99	98	89	100	100	100	99	100	98	99	100	100	100
Day after Thanksgiving	7	11	25	53	63	20	71	49	22	16	55	66	63	3	75	76
Christmas Eve	20	19	14	3	44	20	55	55	38	31	14	2	20	22	9	4
Christmas Eve, half day	-	-	-	-	-	9	2	-	3	2	(10)	-	-	-	(10)	1
Christmas Day	100	100	100	99	98	89	100	100	99	99	100	98	99	96	100	100
New Year's Eve	-	5	-	-	-	7	8	23	(10)	18	5	-	-	-	-	-
New Year's Eve, half day	-	-	-	-	-	8	2	-	2	2	-	-	-	-	(10)	-
Employee's birthday	37	54	53	18	59	31	60	26	52	47	25	47	64	51	58	30
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-
Floating holiday, 1 day ¹²	4	3	27	40	-	11	16	22	16	9	61	39	41	21	25	63
Floating holiday, 2 days ¹²	53	24	20	-	-	2	1	-	-	14	11	-	7	-	(10)	-
Office workers																
<u>Percent of workers</u>																
New Year's Day	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Lincoln's Birthday	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	7	36	43	98	80	15	16	19	35	84	83	100	95	43	99	100
Good Friday	69	81	66	32	84	12	82	84	43	82	5	23	14	25	38	3
Good Friday, half day	-	-	-	-	-	15	-	3	-	-	-	-	-	-	-	-
Easter Monday	-	-	-	(10)	-	2	-	-	-	-	-	-	-	-	-	-
Memorial Day	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Fourth of July	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Labor Day	99	100	100	100	100	100	100	100	99	100	45	100	100	61	100	100
Columbus Day	-	-	5	18	-	9	-	(10)	3	-	66	34	52	100	40	78
Veterans Day	94	47	46	81	21	14	23	9	35	33	71	51	18	48	44	23
Election Day	-	6	-	-	14	-	-	-	-	-	-	-	-	-	-	-
Thanksgiving Day	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Day after Thanksgiving	2	4	18	58	64	20	73	79	19	12	58	67	69	25	66	92
Christmas Eve	28	24	24	2	27	19	69	79	36	27	10	-	10	13	6	2
Christmas Eve, half day	-	-	-	-	-	25	2	-	4	7	8	-	(10)	-	1	1
Christmas Day	99	100	100	100	100	100	100	100	99	100	100	100	100	97	100	100
New Year's Eve	-	(10)	-	-	-	15	11	42	-	18	4	-	-	-	-	-
New Year's Eve, half day	-	-	-	-	-	8	2	3	2	7	-	-	-	-	-	-
Employee's birthday	30	35	52	20	55	20	27	9	27	35	21	51	38	43	37	17
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)	-
Floating holiday, 1 day ¹²	1	14	18	33	-	11	14	33	21	1	62	33	59	31	36	75
Floating holiday, 2 days ¹²	63	14	27	-	-	16	11	1	-	18	16	-	7	-	1	-

See footnotes at end of B-series tables.

Table B-8. Paid vacation provisions¹³ for full-time workers, January through December 1975—all industries

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Poughkeepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Baltimore	Chattanooga	Dallas-Fort Worth
Plant workers																		
Percent of workers																		
In establishments not providing paid vacations..	(10)	2	(10)	2	2	1	2	3	-	1	-	2	-	2	4	1	(10)	2
In establishments providing paid vacations.....	99	98	99	98	98	99	98	97	100	99	100	98	100	98	96	99	99	98
Length-of-time payment.....	93	88	95	66	94	94	93	85	96	80	93	91	77	88	96	96	68	92
Percentage payment.....	7	9	4	32	1	4	1	2	4	20	5	8	23	9	-	3	31	6
Other payment.....	-	1	(10)	-	3	1	4	10	-	-	2	-	-	1	-	-	1	1
Amount of vacation pay ¹⁴ and service period:																		
2 weeks or more.....	98	98	99	96	96	99	97	96	100	97	99	97	98	93	88	97	88	95
1 year.....	32	48	37	27	62	40	54	39	69	34	24	37	26	43	35	32	22	39
3 years.....	90	95	93	85	96	94	93	93	97	90	89	74	72	87	88	91	70	89
5 years.....	97	98	98	95	96	98	96	96	100	97	99	97	96	92	88	96	84	94
3 weeks or more.....	91	92	94	90	88	95	93	81	94	91	94	93	90	79	59	87	77	78
5 years.....	14	30	37	7	29	29	50	22	44	24	15	14	15	23	17	18	15	20
10 years.....	87	90	90	79	84	90	90	78	89	86	91	73	70	70	51	76	58	69
15 years.....	90	92	94	90	88	95	93	79	94	91	94	91	88	78	57	86	75	77
20 years.....	91	92	94	90	88	95	93	80	94	91	94	93	90	78	59	87	77	78
4 weeks or more.....	80	75	83	78	64	80	74	61	81	79	85	72	71	56	29	70	49	59
10 years.....	6	14	10	2	11	13	17	8	36	7	7	3	8	1	7	7	8	2
15 years.....	53	45	49	19	30	46	45	26	47	39	70	27	24	32	15	32	29	30
20 years.....	76	74	72	74	57	77	70	56	69	76	85	62	67	52	25	59	48	57
25 years.....	80	75	83	77	64	80	74	61	81	79	85	72	71	56	29	70	49	59
5 weeks or more.....	53	35	56	48	26	49	37	23	53	53	-	31	41	31	17	41	34	22
15 years.....	-	(10)	1	-	3	3	5	5	-	(10)	-	-	-	-	-	1	(10)	-
20 years.....	10	7	34	2	9	19	14	9	40	18	-	2	9	17	7	12	15	8
25 years.....	52	32	54	45	25	48	36	22	49	47	-	20	39	31	13	33	33	19
30 years.....	53	34	55	48	26	49	37	23	53	53	-	31	41	31	15	41	34	20
6 weeks or more.....	6	6	12	1	2	10	4	4	3	5	-	4	4	8	-	4	11	5
20 years.....	-	(10)	-	-	-	3	1	-	-	-	-	-	-	-	-	1	(10)	-
25 years.....	4	2	1	(10)	-	3	3	-	2	1	-	-	1	6	-	2	1	2
30 years.....	6	4	11	1	-	8	4	4	2	5	-	2	2	8	-	2	5	5
Office workers																		
Percent of workers																		
In establishments not providing paid vacations..	-	(10)	-	-	(10)	-	(10)	(10)	-	(10)	-	-	(10)	(10)	-	(10)	-	(10)
In establishments providing paid vacations.....	100	99	100	100	99	100	99	99	100	99	100	100	99	99	100	99	100	99
Length-of-time payment.....	100	99	99	99	99	100	99	99	100	96	99	98	93	99	100	99	99	99
Percentage payment.....	-	(10)	1	(10)	-	-	-	(10)	-	4	-	2	7	(10)	-	-	1	1
Other payment.....	-	-	(10)	-	-	-	(10)	1	-	-	(10)	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																		
2 weeks or more.....	99	99	99	99	99	100	99	99	100	99	99	99	99	99	99	99	98	99
1 year.....	92	94	78	91	91	94	95	89	94	83	55	86	63	82	86	79	71	80
3 years.....	98	99	98	99	99	99	99	99	99	96	97	96	88	99	99	99	94	99
5 years.....	99	99	99	99	99	100	99	99	99	96	99	99	94	99	99	99	96	99
3 weeks or more.....	97	97	97	98	92	99	98	95	99	96	96	98	94	92	78	96	89	85
5 years.....	28	54	40	46	35	58	65	30	62	36	8	25	26	27	33	28	7	23
10 years.....	94	94	91	96	89	97	97	93	97	95	89	84	79	88	67	90	73	75
15 years.....	97	96	96	98	92	99	98	93	99	95	96	98	90	92	78	96	84	85
20 years.....	97	97	97	98	92	99	98	94	99	96	96	98	94	92	78	96	88	85
4 weeks or more.....	85	87	87	93	76	89	88	74	92	88	85	89	82	75	47	86	69	62
10 years.....	10	13	13	29	8	11	16	9	50	23	1	1	13	7	7	11	4	4
15 years.....	52	46	57	46	33	35	54	29	56	45	63	28	28	40	24	31	20	29
20 years.....	78	84	83	84	74	80	83	67	84	86	85	86	79	73	47	84	64	61
25 years.....	85	87	87	93	76	89	88	74	92	88	85	89	82	75	47	86	69	62
5 weeks or more.....	49	34	47	35	19	57	39	40	68	52	-	52	41	33	17	41	20	16
15 years.....	2	(10)	-	-	(10)	(10)	(10)	1	-	1	-	-	-	-	-	4	(10)	(10)
20 years.....	7	4	19	3	5	15	10	10	50	24	-	7	7	11	5	12	4	6
25 years.....	47	27	44	34	16	40	27	32	59	50	-	45	37	30	15	35	20	15
30 years.....	47	32	46	35	18	54	28	35	68	52	-	52	40	33	17	39	20	16
6 weeks or more.....	3	6	13	(10)	4	14	4	6	4	7	-	4	3	4	1	11	3	3
20 years.....	-	(10)	-	-	-	(10)	(10)	-	-	-	-	-	-	-	-	4	(10)	(10)
25 years.....	1	1	1	(10)	1	(10)	2	-	-	-	-	-	(10)	4	-	5	(10)	2
30 years.....	3	3	10	(10)	1	7	3	4	-	7	-	1	(10)	4	-	7	2	3

See footnotes at end of B-series tables.

Table B-8. Paid vacation provisions¹³ for full-time workers, January through December 1975—all industries—Continued
(All full-time workers=100 percent)

Item	South—Continued				North Central						West*					
	Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	Lexington-Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis-St. Paul	Toledo	Anaheim-Santa Ana-Garden Grove	Fresno	Los Angeles-Long Beach	Salt Lake City-Ogden	San Francisco-Oakland	San Jose
Plant workers																
Percent of workers																
In establishments not providing paid vacations	6	1	2	1	(10)	1	1	(10)	1	(10)	2	(10)	3	2	1	(10)
In establishments providing paid vacations	94	99	98	99	99	99	99	99	99	99	98	99	97	98	99	99
Length-of-time payment	87	89	94	99	89	96	87	82	96	65	94	87	91	91	95	95
Percentage payment	4	11	4	(10)	11	4	12	17	3	35	3	12	5	7	5	5
Other payment	2	-	(10)	-	-	-	-	1	-	-	2	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	92	91	93	97	98	98	99	99	99	99	97	93	95	95	99	97
1 year	42	35	35	44	38	19	43	18	21	30	41	33	38	29	55	73
3 years	86	84	86	94	82	89	88	88	96	83	97	91	93	87	96	97
5 years	90	88	91	97	97	98	98	98	99	94	97	93	95	94	98	97
3 weeks or more	77	85	70	87	90	93	93	95	96	97	86	85	88	81	95	93
5 years	18	26	25	29	15	5	27	19	16	31	32	28	37	18	52	49
10 years	69	77	67	82	77	85	83	89	90	82	85	80	86	70	94	92
15 years	77	84	70	86	90	93	92	95	96	96	86	85	88	81	95	93
20 years	77	85	70	87	90	93	92	95	96	96	86	85	88	81	95	93
4 weeks or more	37	70	39	68	78	75	78	88	81	89	60	55	65	51	85	79
10 years	3	18	6	6	6	-	4	7	4	6	6	11	7	5	19	16
15 years	22	38	28	31	37	52	42	50	35	46	30	30	43	25	50	50
20 years	34	68	37	67	75	74	74	84	76	81	60	54	64	49	81	77
25 years	37	70	39	68	78	75	78	86	81	89	60	55	65	51	85	79
5 weeks or more	16	39	16	48	39	-	43	62	38	49	23	20	33	19	44	35
15 years	-	-	1	(10)	2	-	-	3	1	1	-	-	1	-	6	-
20 years	5	21	10	11	11	-	23	18	14	22	9	4	19	7	28	18
25 years	14	38	15	37	36	-	40	57	36	49	21	19	32	18	44	28
30 years	16	39	16	47	39	-	42	62	38	49	21	20	33	19	44	30
6 weeks or more	2	3	7	5	7	-	4	26	5	2	1	1	4	1	9	4
20 years	-	-	-	(10)	2	-	1	3	(10)	-	-	-	1	-	2	-
25 years	2	1	7	2	2	-	1	3	2	(10)	-	1	3	(10)	8	-
30 years	2	2	7	4	5	-	3	23	5	2	1	1	3	1	8	3
Office workers																
Percent of workers																
In establishments not providing paid vacations	2	(10)	-	-	-	-	-	-	-	(10)	(10)	(10)	(10)	(10)	-	-
In establishments providing paid vacations	98	99	100	100	100	100	100	100	100	99	99	99	99	99	100	100
Length-of-time payment	98	99	99	99	99	99	99	98	99	96	96	98	97	99	99	99
Percentage payment	(10)	(10)	(10)	(10)	(10)	(10)	(10)	2	(10)	4	4	2	2	(10)	1	(10)
Other payment	-	-	-	-	-	-	-	(10)	-	-	-	-	(10)	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	98	99	99	99	99	100	99	99	100	99	99	98	99	99	100	99
1 year	84	77	73	81	88	77	79	75	75	76	84	70	82	68	84	92
3 years	97	97	99	97	99	99	99	99	99	96	99	98	99	98	99	99
5 years	98	99	99	99	99	99	99	99	99	97	99	98	99	99	99	99
3 weeks or more	92	86	89	96	96	96	96	94	99	98	95	95	96	92	99	96
5 years	52	23	32	56	17	13	22	26	21	21	45	59	45	28	59	45
10 years	91	73	86	93	86	91	89	95	95	88	95	55	94	84	99	95
15 years	92	85	89	96	96	96	94	99	99	97	95	95	96	92	99	96
20 years	92	85	89	96	96	96	94	99	99	97	95	95	96	92	99	96
4 weeks or more	68	74	56	77	81	80	86	88	83	91	79	80	75	64	91	87
10 years	20	17	9	23	7	1	5	6	5	10	7	12	8	9	13	16
15 years	52	34	37	47	38	45	28	46	39	32	41	54	42	28	52	47
20 years	66	70	52	74	80	77	83	86	81	83	77	79	74	62	91	83
25 years	68	74	56	77	81	80	86	88	83	89	79	80	75	64	91	87
5 weeks or more	28	36	22	34	33	-	26	60	41	47	24	27	26	18	34	34
15 years	-	-	-	7	(10)	-	-	2	(10)	-	-	-	(10)	-	2	-
20 years	7	17	8	16	12	-	10	11	12	10	3	2	7	7	12	8
25 years	24	31	16	31	30	-	22	51	37	47	19	25	23	18	31	31
30 years	28	35	20	34	33	-	24	59	41	47	22	27	25	18	33	32
6 weeks or more	2	5	7	8	6	-	3	21	6	5	3	2	3	2	3	1
20 years	-	-	-	3	(10)	-	-	1	1	-	-	-	(10)	-	(10)	-
25 years	2	1	6	5	3	-	(10)	3	3	2	-	1	2	(10)	2	-
30 years	2	3	6	7	4	-	2	17	5	4	(10)	2	2	2	3	1

See footnotes at end of B-series tables.

Table B-9. Paid vacation provisions¹³ for full-time workers, January through December 1975—manufacturing

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Pough-keepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Balti-more	Chatta-nooga	Dallas-Fort Worth
Plant workers																		
Percent of workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(¹⁰)	-	-
In establishments not providing paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	99	100	100
In establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	97	64	88
Length-of-time payment	88	84	94	54	93	91	89	85	95	72	85	90	73	80	100	3	36	12
Percentage payment	12	15	6	46	3	7	3	3	5	28	11	10	27	20	-	-	-	-
Other payment	-	2	-	-	4	1	7	12	-	-	3	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																		
2 weeks or more	97	100	100	99	100	100	97	100	100	100	100	99	97	96	96	99	89	100
1 year	19	44	39	23	61	35	48	38	69	38	39	34	25	39	43	30	21	29
3 years	85	94	93	84	100	92	91	95	96	91	77	71	70	86	96	94	68	90
5 years	97	100	99	98	100	99	97	100	100	99	100	99	97	95	96	99	83	98
3 weeks or more	88	100	99	94	89	96	95	84	95	97	93	96	89	85	71	94	80	89
5 years	15	24	41	1	23	28	46	25	53	25	25	8	16	25	34	22	17	25
10 years	86	97	94	81	80	92	88	81	90	91	86	71	68	72	65	83	61	80
15 years	88	99	99	94	89	96	94	81	95	97	93	93	89	85	67	94	77	87
20 years	88	100	99	94	89	96	95	82	95	97	93	96	89	85	71	94	80	89
4 weeks or more	82	81	93	85	60	85	70	65	86	91	76	75	72	60	31	78	53	71
10 years	7	10	13	-	10	15	23	10	43	8	14	-	10	1	19	8	11	3
15 years	67	40	55	8	25	45	40	26	53	42	46	19	24	24	30	31	30	43
20 years	80	79	78	80	59	81	69	60	75	87	76	61	67	55	31	58	51	68
25 years	82	81	93	83	60	85	70	65	86	91	76	75	72	60	31	78	53	71
5 weeks or more	64	35	62	56	27	52	30	21	59	59	-	30	44	27	21	40	37	17
15 years	-	(¹⁰)	-	-	6	5	9	7	-	-	-	-	-	-	-	1	-	-
20 years	13	6	43	1	15	26	19	12	47	16	-	-	10	14	19	13	19	7
25 years	64	31	62	55	25	49	29	21	54	50	-	16	43	27	19	33	35	16
30 years	64	34	62	56	27	52	30	21	59	59	-	30	44	27	21	40	37	17
6 weeks or more	9	6	15	-	-	15	3	4	3	7	-	4	5	5	-	4	14	6
20 years	-	(¹⁰)	-	-	-	5	1	-	-	-	-	-	-	-	-	1	-	-
25 years	7	2	1	-	-	5	1	-	3	2	-	-	2	2	-	1	1	1
30 years	9	4	13	-	-	12	3	4	3	7	-	-	3	5	-	3	6	6
Office workers																		
Percent of workers	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
In establishments not providing paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	99	100	100	100	100	100
In establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	99	99	100	97	96	98
Length-of-time payment	100	99	98	99	100	100	100	99	100	94	99	95	90	99	100	3	4	2
Percentage payment	-	1	2	(¹⁰)	-	-	-	-	-	6	(¹⁰)	5	9	(¹⁰)	-	-	-	-
Other payment	-	-	-	-	-	-	-	1	-	-	(¹⁰)	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																		
2 weeks or more	99	100	100	100	99	100	99	100	100	100	99	99	99	99	99	99	96	100
1 year	93	95	83	93	89	95	93	93	96	76	85	81	69	83	68	81	62	68
3 years	97	99	95	96	99	99	98	100	99	92	92	94	90	98	99	98	87	98
5 years	99	100	99	99	99	100	99	100	100	94	99	99	99	98	99	99	91	100
3 weeks or more	97	99	99	98	92	98	95	94	99	94	94	97	93	91	88	96	84	92
5 years	33	26	40	3	11	26	58	36	84	44	15	10	21	14	55	26	21	28
10 years	97	96	92	92	85	96	92	92	99	92	91	83	85	84	86	91	68	85
15 years	97	99	99	98	92	98	95	92	99	94	94	97	93	91	87	96	80	91
20 years	97	99	99	98	92	98	95	94	99	94	94	97	93	91	88	96	84	92
4 weeks or more	89	88	94	91	76	91	84	87	97	89	86	86	85	65	53	90	57	70
10 years	7	10	18	-	4	16	34	14	71	29	4	(¹⁰)	12	4	28	12	12	3
15 years	78	49	52	23	22	50	62	40	75	63	52	26	32	18	48	40	27	44
20 years	89	87	89	85	76	86	83	82	96	89	86	78	82	62	53	86	56	69
25 years	89	88	94	90	76	91	84	87	97	89	86	86	85	65	53	88	57	70
5 weeks or more	66	33	60	51	16	67	54	38	82	73	-	47	55	22	31	47	25	14
15 years	1	(¹⁰)	-	-	1	1	(¹⁰)	2	-	-	-	-	-	-	-	1	-	1
20 years	12	4	35	1	7	30	30	19	71	39	-	3	11	8	28	14	10	6
25 years	66	28	60	51	12	62	52	37	73	70	-	30	53	22	28	38	25	13
30 years	66	32	60	51	16	67	53	38	82	73	-	47	55	22	31	47	25	14
6 weeks or more	9	9	19	-	-	19	7	8	-	12	-	7	5	6	-	8	8	4
20 years	-	(¹⁰)	-	-	-	1	(¹⁰)	-	-	-	-	-	-	(¹⁰)	-	1	-	1
25 years	2	1	1	-	-	1	(¹⁰)	-	-	-	-	-	-	4	-	2	-	2
30 years	9	6	18	-	-	19	7	8	-	12	-	1	1	6	-	4	2	4

See footnotes at end of B-series tables.

Table B-9. Paid vacation provisions¹³ for full-time workers, January through December 1975—manufacturing—Continued

(All full-time workers=100 percent)

Item	South—Continued					North Central					West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Plant workers																
Percent of workers																
Establishments not providing paid vacations	1	-	-	-	-	-	-	-	-	-	-	-	2	(10)	-	-
Establishments providing paid vacations	99	100	100	100	100	100	100	100	100	100	100	100	98	99	100	100
Length-of-time payment	88	86	91	100	80	95	83	74	93	49	96	88	91	90	92	93
Percentage payment	10	14	9	-	20	5	17	24	7	51	4	12	7	10	8	7
Other payment	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	99	95	89	100	100	100	100	100	100	100	100	90	96	98	100	100
1 year	47	37	22	70	29	8	53	12	19	30	47	23	32	35	41	81
3 years	89	88	75	96	72	89	85	86	94	77	100	87	95	91	94	100
5 years	92	93	87	100	97	100	99	99	99	90	100	90	96	98	100	100
3 weeks or more	86	93	61	95	96	99	97	99	98	99	100	90	96	98	100	100
5 years	25	33	16	53	19	1	36	18	19	37	92	90	94	88	98	96
10 years	78	89	56	87	76	91	88	93	93	82	90	85	92	81	96	53
15 years	86	93	61	95	96	99	97	99	97	98	92	90	94	88	98	96
20 years	86	93	61	95	96	99	97	99	97	98	92	90	94	88	98	96
4 weeks or more	50	80	24	75	88	84	87	95	85	94	64	56	67	73	91	84
10 years	6	27	4	34	7	-	3	10	4	6	6	17	6	10	23	21
15 years	23	48	15	58	36	62	49	56	34	50	23	30	38	32	50	55
20 years	50	79	24	75	82	83	85	90	79	81	64	56	66	67	78	82
25 years	50	80	24	75	88	84	87	93	85	94	64	56	67	73	91	84
5 weeks or more	13	43	2	37	47	-	50	73	39	50	15	7	24	20	41	31
15 years	-	-	-	-	3	-	-	5	1	1	-	-	1	-	10	-
20 years	3	28	(10)	21	11	-	29	21	10	23	4	-	15	8	23	17
25 years	12	43	2	26	42	-	47	65	36	50	15	4	23	18	41	23
30 years	13	43	2	26	47	-	50	73	39	50	15	7	24	20	41	23
6 weeks or more	-	-	-	2	10	-	5	34	5	2	2	-	5	2	7	5
20 years	-	-	-	-	3	-	1	5	1	-	-	-	3	-	4	-
25 years	-	-	-	-	3	-	2	8	2	-	-	-	3	-	4	-
30 years	-	-	-	2	8	-	5	31	4	2	2	-	5	2	4	5
Office workers																
Percent of workers																
Establishments not providing paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100
Length-of-time payment	100	99	99	100	99	99	99	97	99	94	90	97	93	100	98	100
Percentage payment	-	1	1	-	1	1	1	3	1	6	10	3	7	-	2	-
Other payment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	100	100	98	100	100	100	100	100	100	100	100	94	99	99	100	100
1 year	85	86	59	93	87	84	89	69	87	84	85	67	76	70	91	94
3 years	99	99	95	99	97	97	99	99	98	94	100	92	99	97	99	100
5 years	99	99	97	100	100	100	100	100	99	99	100	94	99	99	99	100
3 weeks or more	99	94	81	92	96	99	99	99	99	99	98	94	98	95	99	96
5 years	42	47	26	70	27	28	33	20	24	27	38	37	33	32	56	39
10 years	98	91	76	91	89	96	96	96	98	87	97	93	97	91	99	96
15 years	99	94	81	92	96	99	99	99	99	99	98	94	98	95	99	96
20 years	99	94	81	92	96	99	99	99	99	99	98	94	98	95	99	96
4 weeks or more	76	93	47	83	89	89	95	97	92	92	83	84	98	95	99	96
10 years	10	40	11	41	10	2	11	10	3	14	10	27	10	12	29	21
15 years	38	56	38	71	44	69	46	54	56	35	40	61	32	29	67	53
20 years	74	88	47	83	88	89	95	95	90	86	83	84	72	78	93	85
25 years	76	93	47	83	89	89	95	97	92	92	83	84	72	84	95	85
5 weeks or more	35	64	4	27	49	-	37	75	52	53	18	30	25	15	47	36
15 years	-	-	-	-	(10)	-	-	4	(10)	-	-	-	(10)	-	2	-
20 years	5	40	1	19	20	-	20	18	14	13	(10)	4	9	9	25	13
25 years	35	64	4	24	43	-	36	64	52	53	17	23	24	13	45	32
30 years	35	64	4	24	49	-	37	73	52	53	18	30	25	15	47	32
6 weeks or more	-	8	-	1	13	-	4	35	2	7	1	2	4	-	3	1
20 years	-	-	-	-	(10)	-	1	1	1	-	-	-	1	-	-	-
25 years	-	-	-	1	6	-	1	5	1	3	-	-	3	-	1	-
30 years	-	8	-	1	12	-	4	28	1	5	1	2	4	-	3	1

See footnotes at end of B-series tables.

Table B-10. Paid vacation provisions¹³ for full-time workers, January through December 1975—public utilities

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany-Schenectady-Troy	Boston	Buffalo	Hartford	Nassau-Suffolk	Newark	New York	Paterson-Clifton-Passaic	Poughkeepsie	Trenton	Utica-Rome	Worcester	York	Atlanta	Austin	Baltimore	Chattanooga	Dallas-Fort Worth
Plant workers																		
Percent of workers																		
In establishments not providing paid vacations	-	1	-	-	4	-	-	-	-	(10)	-	-	-	-	-	-	-	-
In establishments providing paid vacations	100	99	100	100	96	100	100	100	100	99	100	100	100	100	100	100	100	100
Length-of-time payment	100	96	100	81	96	100	97	100	100	98	100	100	100	100	100	100	100	96
Percentage payment	-	3	-	19	-	-	2	-	-	2	-	-	-	-	-	-	-	1
Other payment	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2
Amount of vacation pay ¹⁴ and service period:																		
2 weeks or more	100	99	100	99	96	100	100	100	100	99	100	100	100	100	100	100	100	100
1 year	59	83	47	72	78	41	82	67	100	77	89	95	16	65	82	57	53	57
3 years	100	98	100	96	96	100	98	100	100	93	100	100	100	100	94	100	100	100
5 years	100	99	100	96	96	100	100	100	100	99	100	100	100	100	94	100	100	100
3 weeks or more	100	99	99	96	95	100	99	87	100	99	100	100	98	97	87	100	100	94
5 years	2	35	9	31	27	18	57	15	-	13	40	30	-	33	3	10	-	18
10 years	100	98	96	96	95	95	97	87	100	99	100	100	94	93	81	98	82	86
15 years	100	99	99	96	95	100	99	87	100	99	100	100	98	97	87	100	100	94
20 years	100	99	99	96	95	100	99	87	100	99	100	100	98	97	87	100	100	94
4 weeks or more	100	96	99	96	81	94	99	84	100	93	100	100	94	88	81	99	88	91
10 years	2	(10)	1	-	17	-	18	-	-	-	-	-	-	(10)	-	5	-	1
15 years	38	43	58	77	46	48	60	29	-	10	74	56	51	71	12	37	47	40
20 years	100	96	98	96	81	94	97	84	100	93	100	100	94	88	81	97	82	89
25 years	100	96	99	96	81	94	99	84	100	93	100	100	94	88	81	99	88	91
5 weeks or more	96	90	92	89	68	89	92	79	100	91	-	92	72	74	62	87	82	67
15 years	-	-	1	-	-	-	9	-	-	-	-	-	-	-	-	4	5	-
20 years	13	27	26	29	8	14	32	9	-	13	-	19	24	46	-	32	7	33
25 years	94	90	90	67	68	89	91	79	100	91	-	83	72	73	54	87	82	67
30 years	96	90	92	89	68	89	92	79	100	91	-	92	72	74	62	87	82	67
6 weeks or more	1	26	19	3	21	5	16	14	-	-	-	-	-	31	-	11	8	17
20 years	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	7	5	-
25 years	-	17	4	3	-	5	15	-	-	-	-	-	-	31	-	11	5	17
30 years	1	26	19	3	-	5	16	14	-	-	-	-	-	31	-	11	8	17
Office workers																		
Percent of workers																		
In establishments not providing paid vacations	-	1	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-	-
In establishments providing paid vacations	100	99	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100
Length-of-time payment	100	99	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100
Percentage payment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other payment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																		
2 weeks or more	100	99	100	99	100	100	100	100	100	99	100	100	100	100	100	99	100	100
1 year	79	89	56	52	96	91	99	91	100	97	94	97	37	77	95	64	46	72
3 years	100	98	100	99	100	100	100	100	100	99	100	100	100	100	99	99	100	100
5 years	100	99	100	99	100	100	100	100	100	99	100	100	100	100	99	99	100	100
3 weeks or more	100	97	99	99	99	100	99	98	100	98	100	100	97	100	93	99	100	99
5 years	1	41	10	13	21	6	51	15	-	-	23	69	-	26	1	2	-	15
10 years	98	96	91	99	99	98	99	98	100	98	100	99	82	96	92	99	90	82
15 years	100	97	99	99	99	100	99	98	100	98	100	99	97	100	93	99	100	99
20 years	100	97	99	99	99	100	99	98	100	98	100	100	97	100	93	99	100	99
4 weeks or more	100	92	99	99	97	99	98	82	100	95	94	99	89	95	91	92	91	87
10 years	1	1	2	-	(10)	-	15	2	-	-	-	-	-	1	-	2	-	2
15 years	29	40	45	69	50	13	55	8	-	-	26	70	39	67	5	9	61	29
20 years	100	92	99	99	97	99	98	82	100	95	94	99	89	95	91	92	87	82
25 years	100	92	99	99	97	99	98	82	100	95	94	99	89	95	91	92	91	87
5 weeks or more	97	84	88	94	95	95	80	79	100	95	-	98	48	73	86	82	87	45
15 years	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	4	-
20 years	1	15	14	49	18	2	21	-	-	-	-	6	15	36	-	5	6	19
25 years	96	84	87	85	95	95	80	79	100	95	-	97	48	73	80	82	87	42
30 years	97	84	88	94	95	95	80	79	100	95	-	98	48	73	86	82	87	45
6 weeks or more	(10)	21	22	2	44	2	12	5	-	-	-	-	-	21	-	(10)	9	12
20 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
25 years	-	10	6	2	15	2	12	-	-	-	-	-	-	21	-	(10)	4	12
30 years	(10)	21	22	2	15	2	12	5	-	-	-	-	-	21	-	(10)	9	12

See footnotes at end of B-series tables.

Table B-10. Paid vacation provisions¹³ for full-time workers, January through December 1975—public utilities—Continued
(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton	Lexington—Fayette	Miami	Washington	Columbus	Green Bay	Indianapolis	Milwaukee	Minneapolis—St. Paul	Toledo	Anaheim—Santa Ana—Garden Grove	Fresno	Los Angeles—Long Beach	Salt Lake City—Ogden	San Francisco—Oakland	San Jose
Plant workers																
Percent of workers																
In establishments not providing paid vacations	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
In establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	94	100	100	96	100	98	95	77	-	98
Percentage payment	-	-	-	-	-	-	6	-	-	4	-	2	5	23	-	2
Other payment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	100	100	100	100	100	100	100	100	100	100	100	99	100	100	100	100
1 year	80	19	86	40	55	50	22	41	19	31	59	69	67	55	74	73
3 years	97	100	100	99	100	100	94	100	100	100	100	99	99	100	100	100
5 years	100	100	100	100	100	100	94	100	100	100	100	99	99	100	100	100
3 weeks or more	100	100	100	99	100	100	100	95	100	100	96	98	99	97	100	99
5 years	13	7	52	27	8	14	-	17	12	7	9	11	50	6	53	22
10 years	100	100	98	97	96	100	92	95	100	94	96	98	97	97	100	99
15 years	100	100	100	99	100	100	94	95	100	100	96	98	97	97	100	99
20 years	100	100	100	99	100	100	94	95	100	100	96	98	99	97	100	99
4 weeks or more	89	100	93	99	100	100	94	95	100	100	96	98	99	97	100	99
10 years	5	7	6	1	2	-	-	-	1	1	5	5	8	-	20	18
15 years	71	34	82	36	43	100	32	48	45	39	9	13	47	37	57	18
20 years	89	100	93	98	100	100	92	92	99	98	84	98	97	82	99	97
25 years	89	100	93	99	100	100	92	92	99	98	84	98	97	82	99	97
5 weeks or more	86	59	81	98	86	-	86	89	94	91	69	93	66	72	85	88
15 years	-	-	-	1	3	-	-	-	-	-	-	-	1	-	3	-
20 years	11	22	52	32	27	-	29	22	40	23	-	8	31	-	43	12
25 years	72	46	74	95	86	-	84	88	90	88	63	93	61	70	84	20
30 years	86	59	81	98	86	-	86	89	94	91	69	93	61	70	84	20
6 weeks or more	8	-	46	27	16	-	-	19	19	6	-	6	16	2	28	88
20 years	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
25 years	8	-	46	12	6	-	-	-	9	2	-	-	-	-	-	-
30 years	8	-	46	21	6	-	-	19	19	6	-	6	15	-	28	-
Office workers																
Percent of workers																
In establishments not providing paid vacations	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
In establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	99	100	100	100	100	100	99	98	100	100
Percentage payment	-	-	-	-	-	-	(10)	-	-	-	-	-	1	2	-	-
Other payment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year	92	40	91	52	80	60	62	71	42	57	61	72	74	63	57	81
3 years	98	100	100	99	100	100	99	100	100	100	100	100	99	100	100	100
5 years	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	100
3 weeks or more	100	100	100	99	98	100	98	99	100	100	98	97	99	98	100	99
5 years	4	3	39	45	8	1	-	9	13	10	17	15	55	17	23	4
10 years	100	100	99	99	98	100	97	99	99	97	98	97	98	98	100	99
15 years	100	100	100	99	98	100	98	99	100	100	98	97	98	98	100	99
20 years	100	100	100	99	98	100	98	99	100	100	98	97	99	98	100	99
4 weeks or more	97	100	95	99	97	96	95	98	93	93	86	97	94	76	96	98
10 years	3	3	5	13	-	-	-	-	-	-	4	5	1	6	9	3
15 years	69	19	70	45	32	20	13	46	40	34	4	15	16	34	24	3
20 years	97	100	95	98	97	96	95	98	93	93	86	97	94	76	96	98
25 years	97	100	95	99	97	96	95	98	93	93	86	97	94	76	96	98
5 weeks or more	95	61	79	84	88	-	83	93	79	81	76	92	74	64	91	96
15 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 years	1	8	32	32	12	-	12	8	30	11	-	-	-	-	1	-
25 years	70	31	61	83	88	-	73	93	76	81	71	92	68	64	87	91
30 years	95	61	79	84	88	-	83	93	79	81	76	92	68	64	87	91
6 weeks or more	1	-	30	36	20	-	-	32	24	7	-	9	7	6	91	96
20 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(10)
25 years	1	-	30	16	8	-	-	1	13	5	-	9	7	-	11	-
30 years	1	-	30	29	8	-	-	32	24	7	-	9	7	6	11	-

See footnotes at end of B-series tables.

**Table B-11. Health, insurance, and pension plans¹⁵ for full-time workers,
January through December 1975—all industries**

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worce- ster	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
Percent of workers																		
In establishments providing at least 1 of the benefits shown below	98	97	98	97	98	98	96	97	98	99	99	96	99	97	94	97	98	96
Life insurance	92	90	91	95	92	97	92	93	91	97	99	95	94	95	82	93	95	91
Noncontributory plans	80	68	78	75	86	80	84	90	81	91	87	75	79	66	47	79	57	65
Accidental death and dismemberment insurance	78	78	69	83	72	66	69	69	50	76	85	75	70	74	60	58	69	64
Noncontributory plans	67	59	59	68	68	57	63	68	41	72	72	60	60	53	40	46	42	50
Sickness and accident insurance or sick leave or both ¹⁶	75	87	82	87	88	75	87	70	79	66	90	85	92	75	60	90	73	76
Sickness and accident insurance	57	63	70	76	47	46	63	44	30	54	44	72	86	49	21	71	58	51
Noncontributory plans	52	46	60	68	44	40	57	44	22	49	33	56	74	39	15	63	34	38
Sick leave (full pay and no waiting period)	44	47	25	49	73	42	56	39	48	23	55	39	20	25	38	24	12	36
Sick leave (partial pay or waiting period)	12	8	7	3	3	8	7	5	11	4	3	2	4	17	14	13	12	12
Long-term disability insurance	7	23	26	14	23	30	14	5	41	27	48	18	36	26	18	29	11	29
Noncontributory plans	6	15	21	11	18	18	11	5	40	23	47	13	33	22	10	25	9	22
Hospitalization insurance	94	95	95	94	95	96	93	96	87	99	98	93	97	94	87	94	95	95
Noncontributory plans	80	57	86	75	90	78	86	91	74	90	90	62	83	58	50	74	51	64
Surgical insurance	94	95	95	94	95	95	93	96	87	99	98	93	96	94	87	94	96	95
Noncontributory plans	80	57	86	75	90	77	86	91	74	90	90	62	82	58	50	74	52	64
Medical insurance	93	94	92	93	92	90	89	96	87	99	95	93	88	88	87	91	91	95
Noncontributory plans	80	57	84	74	86	73	82	94	74	90	87	62	78	55	50	74	50	64
Major medical insurance	79	92	62	86	74	74	64	79	83	67	83	90	83	86	87	78	81	87
Noncontributory plans	67	53	52	67	64	54	56	75	70	61	75	59	69	49	49	60	41	60
Dental insurance	40	14	29	12	41	25	32	27	48	20	7	6	11	20	12	32	4	22
Noncontributory plans	38	11	27	10	39	23	28	26	45	20	7	4	11	16	10	29	2	14
Retirement pension	81	80	87	81	76	85	88	85	81	88	92	77	87	68	70	79	71	72
Noncontributory plans	48	68	81	48	73	75	82	81	74	74	90	68	73	59	51	70	61	61
Office workers																		
Percent of workers																		
In establishments providing at least 1 of the benefits shown below	99	99	99	99	99	99	99	99	100	99	99	99	100	99	99	99	99	99
Life insurance	99	96	97	97	96	99	97	99	91	97	97	97	97	99	93	98	99	96
Noncontributory plans	87	77	82	79	83	78	78	85	75	89	81	66	68	67	59	78	43	66
Accidental death and dismemberment insurance	80	73	63	87	78	76	69	74	33	67	80	77	74	74	69	65	66	64
Noncontributory plans	69	56	51	55	65	59	48	66	19	61	64	52	48	49	54	45	40	43
Sickness and accident insurance or sick leave or both ¹⁶	85	93	84	96	90	96	78	92	94	82	99	95	98	84	95	89	76	83
Sickness and accident insurance	51	52	58	63	41	57	48	51	24	54	53	77	77	32	19	42	44	40
Noncontributory plans	50	38	48	52	39	48	41	46	11	47	49	55	55	23	18	33	32	32
Sick leave (full pay and no waiting period)	71	78	70	67	82	72	63	71	80	64	82	85	59	55	71	67	51	63
Sick leave (partial pay or waiting period)	3	6	3	11	2	9	4	7	11	9	2	1	9	20	26	9	11	8
Long-term disability insurance	28	40	40	58	44	53	42	45	59	48	60	51	49	50	38	57	45	53
Noncontributory plans	23	26	30	53	36	24	27	19	51	25	55	40	44	27	19	42	32	37
Hospitalization insurance	98	99	99	99	96	99	98	99	91	99	97	98	98	99	97	98	99	99
Noncontributory plans	84	49	82	37	71	57	65	70	70	74	84	52	73	52	61	70	48	61
Surgical insurance	98	99	99	99	96	99	98	99	91	99	97	98	97	99	97	96	99	99
Noncontributory plans	84	49	82	37	71	57	63	70	70	74	84	52	72	52	61	67	48	61
Medical insurance	98	99	98	99	96	96	96	98	91	99	97	98	95	93	97	94	94	98
Noncontributory plans	84	49	79	37	71	54	58	71	69	74	84	52	71	50	61	67	47	59
Major medical insurance	93	99	81	98	97	96	95	97	91	95	94	98	88	98	97	95	96	98
Noncontributory plans	78	47	70	35	71	53	58	70	69	65	81	51	57	50	61	66	45	59
Dental insurance	38	16	22	36	33	15	22	14	61	12	14	7	13	20	8	17	3	18
Noncontributory plans	35	9	12	6	24	11	14	8	56	12	10	1	10	13	8	14	3	13
Retirement pension	93	87	82	97	85	92	88	91	90	92	92	92	90	79	85	87	84	82
Noncontributory plans	66	70	81	83	77	79	76	77	82	55	90	82	81	69	71	76	68	69

See footnotes at end of B-series tables.

**Table B-11. Health, insurance, and pension plans¹⁵ for full-time workers,
January through December 1975—all industries—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale- Hollywood and West Palm Beach- Boca Raton	Lexington- Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis- St. Paul	Toledo	Anaheim- Santa Ana- Garden Grove	Fresno	Los Angeles- Long Beach	Salt Lake City-Ogden	San Francisco- Oakland	San Jose
Plant workers																
Percent of workers																
In establishments providing at least 1 of the benefits shown below	96	96	94	95	98	98	97	98	97	99	98	99	96	94	98	99
Life insurance	87	91	89	90	97	93	96	94	93	98	97	81	93	89	93	98
Noncontributory plans	56	76	62	58	75	70	79	77	80	89	83	74	75	49	83	81
Accidental death and dismemberment insurance	74	63	65	64	82	72	83	77	72	88	81	70	80	77	77	87
Noncontributory plans	44	54	45	42	62	52	66	61	62	81	69	66	67	40	70	72
Sickness and accident insurance or sick leave or both ¹⁶	67	73	66	90	93	86	90	91	89	94	69	55	71	78	82	87
Noncontributory plans	31	48	32	59	72	80	84	82	75	89	17	21	23	44	33	24
Sick leave (full pay and no waiting period)	17	43	24	37	55	62	69	68	65	84	11	20	13	28	30	20
Sick leave (partial pay or waiting period)	28	24	40	48	24	16	19	12	22	12	51	27	43	36	43	53
Long-term disability insurance	21	6	11	18	10	6	5	7	10	3	14	17	17	26	30	30
Noncontributory plans	16	33	12	25	12	8	29	20	18	29	21	16	23	23	29	45
Hospitalization insurance	8	24	8	13	9	4	25	14	13	27	13	11	12	9	23	29
Noncontributory plans	96	92	93	93	97	98	96	98	96	99	97	98	95	94	98	99
Surgical insurance	51	75	55	55	69	40	72	72	82	89	79	83	75	45	87	84
Noncontributory plans	94	92	93	92	97	98	96	98	96	99	97	98	95	94	98	99
Medical insurance	51	75	55	54	68	40	72	72	82	89	79	83	75	45	87	84
Noncontributory plans	89	87	90	86	91	98	95	97	95	99	95	96	95	94	98	99
Major medical insurance	50	71	54	49	65	40	72	71	82	89	77	81	75	45	87	84
Noncontributory plans	89	81	81	82	84	91	77	88	83	56	94	95	91	91	94	97
Dental insurance	47	66	45	41	57	37	52	63	62	47	76	80	71	43	81	78
Noncontributory plans	11	20	19	16	22	19	27	23	23	35	48	44	44	25	71	59
Retirement pension	4	19	18	14	17	13	26	19	22	33	43	40	43	16	68	54
Noncontributory plans	56	74	55	73	86	74	84	84	87	90	70	62	74	66	89	77
	45	66	49	53	81	71	74	77	82	86	59	54	58	48	80	63
Office workers																
Percent of workers																
In establishments providing at least 1 of the benefits shown below	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Life insurance	96	98	98	95	98	96	98	97	97	99	99	92	96	98	97	98
Noncontributory plans	72	77	74	67	61	66	81	78	72	84	79	76	73	60	78	84
Accidental death and dismemberment insurance	83	74	82	68	82	70	81	79	71	95	88	78	85	79	78	86
Noncontributory plans	64	55	60	49	57	40	67	61	45	80	70	67	66	40	64	77
Sickness and accident insurance or sick leave or both ¹⁶	90	78	87	92	95	83	95	90	92	96	93	89	92	96	96	95
Noncontributory plans	44	25	29	37	43	57	74	70	55	76	26	22	33	41	36	29
Sick leave (full pay and no waiting period)	37	14	23	24	26	43	60	54	44	69	16	20	17	23	26	23
Sick leave (partial pay or waiting period)	65	63	72	79	71	40	78	58	58	72	82	81	79	70	80	82
Long-term disability insurance	14	3	10	6	11	14	4	8	8	4	9	5	7	20	12	13
Noncontributory plans	40	54	28	46	42	27	50	46	52	60	52	54	50	46	60	55
Hospitalization insurance	34	39	21	30	37	13	41	34	28	49	27	44	24	19	41	36
Noncontributory plans	99	97	99	99	90	99	98	99	99	99	99	99	99	99	99	99
Surgical insurance	68	65	65	65	54	53	65	71	64	87	56	49	58	46	54	76
Noncontributory plans	99	97	99	99	90	99	98	99	98	99	99	99	99	99	99	99
Medical insurance	68	65	65	64	54	53	65	71	64	87	56	49	58	46	54	76
Noncontributory plans	97	91	98	96	85	99	98	97	98	98	98	98	98	99	99	99
Major medical insurance	67	61	64	64	51	53	65	70	64	86	55	47	58	46	54	76
Noncontributory plans	99	91	96	94	96	97	95	94	98	91	99	99	99	99	99	99
Dental insurance	67	58	62	62	54	52	60	63	60	77	57	40	58	45	52	74
Noncontributory plans	11	18	17	16	15	17	29	19	24	30	55	47	42	22	55	51
Retirement pension	7	17	15	14	13	6	26	14	13	25	32	25	25	11	37	38
Noncontributory plans	81	85	80	85	92	79	90	88	85	86	80	71	85	82	87	86
	69	70	74	63	86	75	81	79	75	80	64	48	67	67	76	70

See footnotes at end of B-series tables.

**Table B-12. Health, insurance, and pension plans¹⁵ for full-time workers,
January through December 1975—manufacturing**

(All full-time workers=100 percent)

Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worce- ster	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
Percent of workers																		
In establishments providing at least 1 of the benefits shown below	97	100	99	99	100	100	100	100	97	100	100	98	99	100	100	99	100	99
Life insurance	90	97	98	98	96	100	96	97	95	100	100	98	95	99	92	99	95	96
Noncontributory plans	80	75	85	81	91	84	92	97	87	95	84	83	85	75	51	87	58	80
Accidental death and dismemberment insurance	83	87	73	90	78	73	72	71	47	79	72	82	69	90	64	56	68	62
Noncontributory plans	74	68	66	78	72	61	67	70	39	75	57	67	63	68	36	49	42	56
Sickness and accident insurance or sick leave or both ¹⁶	84	98	88	95	89	71	89	69	82	63	79	87	92	79	57	97	78	81
Sickness and accident insurance	74	76	85	90	36	55	66	50	33	62	79	82	91	73	17	85	70	68
Noncontributory plans	68	61	75	82	36	45	61	50	23	55	65	68	82	56	13	78	40	54
Sick leave (full pay and no waiting period)	47	46	17	53	79	37	51	33	52	16	17	32	13	14	44	15	11	39
Sick leave (partial pay or waiting period)	15	7	5	2	-	2	4	4	4	2	5	-	1	6	6	11	8	7
Long-term disability insurance	9	32	32	11	28	31	14	4	49	35	11	19	41	21	24	33	7	31
Noncontributory plans	7	19	28	10	23	18	12	4	49	29	10	17	39	17	19	30	6	26
Hospitalization insurance	97	100	98	99	100	100	99	100	91	100	100	97	99	100	100	99	98	99
Noncontributory plans	84	64	95	84	95	80	93	96	76	92	89	70	88	70	62	89	54	78
Surgical insurance	97	100	98	99	100	99	99	100	91	100	100	97	99	100	100	99	98	99
Noncontributory plans	84	64	95	84	95	79	93	96	76	92	89	70	88	70	62	89	55	78
Medical insurance	97	100	97	99	98	96	95	100	91	100	93	97	90	97	100	98	95	99
Noncontributory plans	84	64	94	83	93	77	90	99	76	92	82	70	84	69	62	88	53	78
Major medical insurance	79	98	61	91	78	74	56	80	89	65	67	92	85	84	100	80	81	89
Noncontributory plans	67	61	55	76	72	52	50	79	74	57	56	65	75	54	62	71	41	74
Dental insurance	54	13	31	7	41	23	31	27	53	18	6	2	9	28	16	40	4	25
Noncontributory plans	54	11	31	6	39	22	26	27	50	18	6	2	9	20	14	39	2	13
Retirement pension	90	89	95	86	74	92	91	93	87	98	91	81	89	80	74	91	74	81
Noncontributory plans	44	75	94	43	70	84	89	87	83	79	89	72	75	73	66	81	65	74
Office workers																		
Percent of workers																		
In establishments providing at least 1 of the benefits shown below	99	100	99	100	100	99	99	99	100	100	99	99	100	100	100	99	100	99
Life insurance	98	96	99	98	98	99	93	99	99	100	99	97	97	99	98	99	98	97
Noncontributory plans	77	80	80	58	90	74	72	84	86	92	76	83	66	75	70	85	48	82
Accidental death and dismemberment insurance	93	82	73	93	89	79	64	77	27	62	70	88	75	86	63	61	70	59
Noncontributory plans	74	68	60	57	81	52	48	62	14	55	57	75	47	62	50	51	36	47
Sickness and accident insurance or sick leave or both ¹⁶	96	97	96	99	89	92	89	94	97	92	97	90	98	86	84	98	69	88
Sickness and accident insurance	76	73	81	80	27	64	62	60	20	77	82	79	85	64	25	61	42	56
Noncontributory plans	74	62	66	52	27	55	53	50	8	64	72	67	61	49	25	52	21	49
Sick leave (full pay and no waiting period)	84	83	79	88	88	61	77	76	90	84	68	71	58	67	81	73	47	63
Sick leave (partial pay or waiting period)	1	3	-	5	-	3	3	-	3	2	-	-	1	3	25	10	5	6
Long-term disability insurance	16	41	40	39	50	62	48	67	77	68	38	41	62	32	51	46	30	40
Noncontributory plans	15	25	22	30	44	22	34	28	72	30	26	33	56	12	38	39	13	31
Hospitalization insurance	99	99	99	100	95	99	98	99	99	100	99	99	99	100	100	99	99	99
Noncontributory plans	86	64	90	62	83	62	73	65	86	63	76	72	72	65	84	88	50	78
Surgical insurance	99	99	99	100	95	99	98	99	99	100	99	99	99	100	100	99	99	99
Noncontributory plans	86	64	90	62	83	62	71	65	86	63	76	72	73	65	84	88	51	78
Medical insurance	99	99	98	100	98	96	97	98	99	100	99	99	96	99	100	97	96	99
Noncontributory plans	86	64	85	62	86	62	68	70	84	63	76	72	72	65	84	87	49	78
Major medical insurance	88	99	89	94	96	95	89	97	98	97	88	97	92	99	100	92	94	97
Noncontributory plans	75	60	66	56	84	51	58	69	84	57	62	72	60	62	84	81	43	73
Dental insurance	57	22	19	1	43	11	22	10	76	14	31	2	20	34	26	35	4	26
Noncontributory plans	50	19	19	1	43	11	22	10	74	14	31	2	14	8	25	35	3	15
Retirement pension	95	91	94	97	78	96	87	89	97	97	89	90	94	84	91	91	79	84
Noncontributory plans	43	62	88	41	68	78	73	69	94	51	88	81	87	70	78	80	71	77

See footnotes at end of B-series tables.

**Table B-12. Health, insurance, and pension plans¹⁵ for full-time workers,
January through December 1975—manufacturing—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale— Hollywood and West Palm Beach— Boca Raton	Lexington— Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis— St. Paul	Toledo	Anaheim— Santa Ana— Garden Grove	Fresno	Los Angeles— Long Beach	Salt Lake City—Ogden	San Francisco— Oakland	San Jose
Plant workers																
Percent of workers																
In establishments providing at least 1 of the benefits shown below	98	97	92	100	100	100	100	99	100	100	100	100	98	100	100	100
Life insurance	91	94	83	95	100	94	99	97	98	98	100	100	96	100	95	99
Noncontributory plans	52	84	57	78	83	72	87	83	87	93	86	85	84	48	85	88
Accidental death and dismemberment insurance	82	72	68	67	86	77	85	83	75	88	87	76	88	84	83	90
Noncontributory plans	47	67	47	50	66	59	76	69	65	86	74	71	75	39	74	80
Sickness and accident insurance or sick leave or both ¹⁶	78	83	55	98	99	96	98	97	92	98	77	58	71	89	71	88
Noncontributory plans	66	62	35	82	84	93	96	86	80	98	14	20	17	58	37	22
Sick leave (full pay and no waiting period)	38	59	28	68	64	72	83	83	71	94	10	20	15	34	36	19
Sick leave (partial pay or waiting period)	52	28	33	61	11	16	11	7	23	5	61	17	44	45	25	58
Long-term disability insurance	(10)	-	6	1	10	1	4	2	7	1	12	23	16	26	30	24
Noncontributory plans	23	39	7	33	12	8	38	21	19	34	19	15	22	34	28	53
Hospitalization insurance	8	30	1	32	8	4	33	16	14	33	13	9	14	10	20	31
Noncontributory plans	98	96	92	100	100	100	100	99	99	100	100	100	97	100	100	100
Surgical insurance	55	89	54	77	74	33	85	78	89	95	84	91	87	49	89	87
Noncontributory plans	98	96	92	100	100	100	100	99	99	100	100	100	97	100	100	100
Medical insurance	55	89	54	77	74	33	85	78	89	95	84	91	87	49	89	87
Noncontributory plans	94	95	91	89	96	100	99	99	99	99	95	97	97	100	100	100
Major medical insurance	55	89	52	66	71	33	84	78	89	94	80	89	87	49	89	87
Noncontributory plans	94	85	81	98	83	95	72	92	86	46	97	96	87	100	92	95
Dental insurance	55	79	45	75	60	31	55	72	62	42	82	87	82	49	79	78
Noncontributory plans	25	27	11	34	28	20	36	24	21	47	54	48	46	25	70	60
Retirement pension	7	27	10	33	20	11	35	21	20	44	47	45	46	20	68	54
Noncontributory plans	56	86	29	94	95	83	93	91	93	96	67	66	74	78	90	76
	28	83	26	73	94	80	83	86	91	91	58	57	64	57	81	59
Office workers																
Percent of workers																
In establishments providing at least 1 of the benefits shown below	100	99	99	100	100	100	100	99	100	100	99	100	99	100	100	100
Life insurance	94	99	93	100	100	96	99	99	98	100	99	96	92	100	98	99
Noncontributory plans	57	80	56	80	74	66	87	83	78	88	79	80	75	50	79	95
Accidental death and dismemberment insurance	80	89	80	69	85	79	86	88	73	93	96	83	85	73	88	90
Noncontributory plans	49	71	45	48	67	49	77	71	43	81	76	64	68	34	68	87
Sickness and accident insurance or sick leave or both ¹⁶	92	73	77	98	89	95	96	94	97	96	91	79	93	96	96	93
Noncontributory plans	74	29	49	69	44	79	92	85	78	86	20	17	18	59	36	23
Sick leave (full pay and no waiting period)	63	27	32	44	34	54	75	73	67	75	17	17	11	46	33	18
Sick leave (partial pay or waiting period)	88	57	59	94	64	40	78	53	54	70	77	71	77	78	91	91
Long-term disability insurance	(10)	2	9	-	13	2	2	2	4	2	13	-	14	14	1	2
Noncontributory plans	35	75	20	57	36	31	58	44	50	61	44	43	36	57	53	50
Hospitalization insurance	23	43	5	40	24	6	48	35	18	44	28	20	19	14	32	31
Noncontributory plans	100	99	99	100	100	100	100	99	99	100	99	100	99	100	100	100
Surgical insurance	67	81	46	76	74	58	89	79	84	90	68	60	81	51	76	95
Noncontributory plans	100	99	99	100	100	100	100	99	99	100	99	100	99	100	100	100
Medical insurance	67	81	46	76	74	58	88	79	83	90	68	60	81	51	76	95
Noncontributory plans	99	95	99	89	98	100	99	98	99	99	97	98	99	100	100	100
Major medical insurance	63	75	46	64	73	58	89	77	83	89	65	58	80	51	76	95
Noncontributory plans	99	87	97	100	98	99	97	98	98	86	99	98	99	98	100	100
Dental insurance	62	65	43	76	70	58	72	71	76	71	68	58	79	48	74	91
Noncontributory plans	20	41	24	43	30	26	54	28	32	47	70	54	42	16	61	59
Retirement pension	9	41	23	39	29	6	54	24	12	41	49	39	42	14	51	54
Noncontributory plans	82	91	57	92	92	78	97	90	90	93	75	81	89	86	95	82
	45	91	48	72	84	74	85	79	85	89	54	51	68	62	69	61

See footnotes at end of B-series tables.

**Table B-13. Health, insurance, and pension plans¹⁵ for full-time workers,
January through December 1975—public utilities**

(All full-time workers=100 percent)

(All full-time workers=100 percent)																		
Item	Northeast													South				
	Albany- Schenectady- Troy	Boston	Buffalo	Hartford	Nassau- Suffolk	Newark	New York	Paterson- Clifton- Passaic	Pough- keepsie	Trenton	Utica- Rome	Worces- ter	York	Atlanta	Austin	Balti- more	Chatta- nooga	Dallas- Fort Worth
Plant workers																		
Percent of workers																		
In establishments providing at least 1 of the benefits shown below	100	100	100	99	100	100	100	100	100	99	100	98	100	100	100	100	100	100
Life insurance	100	100	99	99	87	100	99	100	100	99	100	98	100	100	100	100	100	98
Noncontributory plans	76	93	90	85	66	62	80	73	63	69	73	88	62	87	87	100	86	82
Accidental death and dismemberment insurance	95	86	74	77	60	50	89	72	100	69	100	98	81	82	81	75	100	90
Noncontributory plans	72	84	73	54	60	49	71	72	63	69	51	88	62	76	72	75	86	84
Sickness and accident insurance or sick leave or both ¹⁶	68	95	82	85	94	89	89	86	100	93	100	95	98	89	82	80	62	87
Sickness and accident insurance	37	30	79	56	70	34	73	39	63	46	64	54	60	55	75	58	21	28
Noncontributory plans	34	24	69	52	69	34	56	39	63	46	37	43	57	54	69	58	12	25
Sick leave (full pay and no waiting period)	28	76	45	32	55	30	52	29	56	45	58	80	66	40	13	52	14	42
Sick leave (partial pay or waiting period)	31	3	3	-	-	49	4	38	44	40	-	-	-	31	54	3	41	24
Long-term disability insurance	-	16	8	22	21	64	10	27	-	31	8	9	32	69	21	70	38	43
Noncontributory plans	-	16	7	22	21	37	7	27	-	31	8	9	30	62	8	67	38	42
Hospitalization insurance	100	100	100	99	87	100	100	100	100	99	100	98	100	100	100	100	100	100
Noncontributory plans	97	97	99	99	87	73	84	93	100	99	100	89	98	90	81	100	86	83
Surgical insurance	100	100	100	99	87	100	100	100	100	99	100	98	100	100	100	100	100	100
Noncontributory plans	97	97	99	99	87	73	84	93	100	99	100	89	98	90	81	100	86	83
Medical insurance	100	100	99	99	87	100	98	100	100	99	100	98	100	98	100	100	100	100
Noncontributory plans	97	97	99	99	87	73	82	93	100	99	100	89	98	88	81	100	86	83
Major medical insurance	96	100	87	99	81	100	97	98	100	86	97	98	95	97	100	98	100	100
Noncontributory plans	94	97	86	99	81	72	80	91	100	86	97	89	93	86	81	97	86	83
Dental insurance	19	37	33	51	31	16	50	12	37	15	51	15	32	47	-	36	3	38
Noncontributory plans	19	35	33	51	31	16	33	12	37	15	51	15	32	47	-	36	3	36
Retirement pension	73	91	85	95	86	82	96	93	100	91	100	95	95	86	93	81	64	87
Noncontributory plans	73	87	84	95	81	51	77	93	100	91	96	86	77	80	72	81	54	78
Office workers																		
Percent of workers																		
In establishments providing at least 1 of the benefits shown below	100	100	100	99	100	100	100	100	100	99	100	100	100	100	100	100	100	100
Life insurance	100	100	99	99	99	99	100	99	100	99	100	100	100	100	100	100	99	97
Noncontributory plans	75	84	89	94	70	61	83	62	30	79	76	95	74	82	95	99	86	68
Accidental death and dismemberment insurance	99	89	72	60	70	65	88	62	100	79	100	100	96	78	92	73	99	84
Noncontributory plans	75	81	72	49	70	61	71	62	30	79	17	95	74	76	88	72	86	71
Sickness and accident insurance or sick leave or both ¹⁶	87	99	99	94	98	99	88	98	100	99	100	100	100	95	89	100	73	85
Sickness and accident insurance	29	26	75	67	97	41	67	36	30	21	98	71	66	42	85	41	13	23
Noncontributory plans	29	16	63	66	97	41	54	36	30	21	79	66	63	42	85	41	4	19
Sick leave (full pay and no waiting period)	87	84	86	81	94	54	74	60	82	27	72	100	89	53	5	99	38	52
Sick leave (partial pay or waiting period)	(¹⁰)	5	2	12	-	44	4	37	18	72	-	-	-	38	80	1	31	16
Long-term disability insurance	-	18	13	9	47	80	21	37	-	21	5	3	26	71	10	75	32	46
Noncontributory plans	-	18	13	9	32	73	13	37	-	21	5	3	21	57	6	73	32	44
Hospitalization insurance	100	100	100	99	100	100	100	99	100	99	100	100	100	100	100	100	100	100
Noncontributory plans	99	96	99	99	99	93	84	97	100	99	94	99	97	85	92	99	86	69
Surgical insurance	100	100	100	99	100	100	100	99	100	99	100	99	100	100	100	100	100	100
Noncontributory plans	99	96	99	99	99	93	84	97	100	99	94	99	97	85	92	92	86	69
Medical insurance	100	100	99	99	100	100	99	99	100	99	100	100	99	97	84	92	86	69
Noncontributory plans	99	96	99	99	99	93	83	84	100	99	94	99	97	84	92	92	86	69
Major medical insurance	100	100	99	99	99	99	100	98	100	99	100	100	93	99	100	100	100	100
Noncontributory plans	99	96	99	99	99	93	83	95	100	99	94	99	90	84	92	99	86	69
Dental insurance	4	34	10	25	50	5	40	3	70	-	12	2	16	29	-	5	22	26
Noncontributory plans	4	32	10	25	50	5	24	3	70	-	12	2	16	29	-	5	22	23
Retirement pension	77	88	79	99	98	95	98	90	100	98	94	95	91	84	96	71	53	88
Noncontributory plans	77	81	69	99	82	85	73	90	100	98	84	93	87	78	91	70	48	80

See footnotes at end of B-series tables.

**Table B-13. Health, insurance, and pension plans¹⁵ for full-time workers,
January through December 1975—public utilities—Continued**

(All full-time workers=100 percent)

Item	South—Continued				North Central						West					
	Fort Lauderdale— Hollywood and West Palm Beach— Boca Raton	Lexington— Fayette	Miami	Wash- ington	Columbus	Green Bay	Indian- apolis	Mil- waukee	Minne- apolis— St. Paul	Toledo	Anaheim— Santa Ana— Garden Grove	Fresno	Los Angeles— Long Beach	Salt Lake City—Ogden	San Francisco— Oakland	San Jose
Plant workers																
Percent of workers																
In establishments providing at least 1 of the benefits shown below	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Life insurance	100	100	100	100	100	100	100	95	98	100	100	100	100	100	99	98
Noncontributory plans	86	96	85	78	84	99	87	87	84	85	90	68	90	84	86	85
Accidental death and dismemberment insurance	93	62	60	68	90	65	79	61	75	92	90	80	89	93	85	85
Noncontributory plans	74	58	46	62	86	64	76	58	73	77	82	68	79	76	85	85
Sickness and accident insurance or sick leave or both ¹⁶	93	94	96	91	88	53	68	79	95	76	84	81	83	85	92	96
Noncontributory plans	11	24	49	72	45	38	66	62	63	53	55	45	33	33	67	67
Sick leave (full pay and no waiting period)	11	21	47	66	39	38	64	44	62	53	55	45	33	33	54	54
Sick leave (partial pay or waiting period)	32	19	70	34	55	16	30	8	32	25	84	81	79	33	61	35
Long-term disability insurance	58	54	22	42	-	13	(10)	42	5	22	-	-	3	24	28	57
Noncontributory plans	65	50	42	48	10	14	16	21	20	24	25	38	20	37	49	72
Hospitalization insurance	65	47	35	42	10	14	15	18	20	24	16	26	13	28	46	72
Noncontributory plans	100	100	100	100	100	100	95	100	99	100	100	100	100	100	100	100
Surgical insurance	86	90	85	88	94	99	93	68	99	94	79	56	82	72	82	83
Noncontributory plans	100	100	100	100	100	100	95	100	99	100	100	100	100	100	100	100
Medical insurance	86	90	85	88	94	99	93	68	99	94	79	56	82	72	82	83
Noncontributory plans	100	62	100	100	100	100	95	100	99	99	100	94	100	100	100	100
Major medical insurance	86	52	85	88	94	99	93	68	99	94	79	50	82	72	82	83
Noncontributory plans	100	100	100	100	99	87	88	87	100	89	100	100	100	100	100	100
Dental insurance	86	90	83	88	93	86	86	55	97	89	79	56	79	72	82	83
Noncontributory plans	11	19	53	19	35	38	39	23	68	14	43	44	67	31	68	38
Retirement pension	11	19	52	18	31	38	39	23	67	14	36	32	63	24	68	38
Noncontributory plans	88	94	92	86	88	74	75	76	83	67	88	84	93	77	93	92
	83	84	81	64	88	74	71	67	80	65	88	73	78	71	87	91
Office workers																
Percent of workers																
In establishments providing at least 1 of the benefits shown below	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Life insurance	99	100	100	100	99	100	100	99	100	99	100	100	100	100	99	98
Noncontributory plans	75	99	72	75	83	98	88	84	78	78	88	75	90	81	84	87
Accidental death and dismemberment insurance	97	74	66	72	90	51	89	48	62	97	94	76	87	92	83	87
Noncontributory plans	69	74	39	63	90	49	86	47	53	76	81	75	77	75	82	87
Sickness and accident insurance or sick leave or both ¹⁶	98	99	96	99	99	41	91	99	100	97	99	83	96	96	97	100
Noncontributory plans	2	11	34	70	27	15	74	77	50	40	60	42	46	19	58	84
Sick leave (full pay and no waiting period)	2	10	34	68	23	15	72	40	36	39	59	42	45	19	44	73
Sick leave (partial pay or waiting period)	32	78	67	59	97	29	78	64	69	71	99	83	95	54	61	24
Long-term disability insurance	66	11	27	32	-	9	1	33	1	23	-	-	(10)	31	36	76
Noncontributory plans	67	62	46	41	27	1	16	35	23	27	35	35	25	69	53	89
Hospitalization insurance	67	62	38	39	27	1	15	34	20	27	22	34	10	53	51	89
Noncontributory plans	99	100	100	100	100	100	100	100	96	100	100	100	100	100	100	100
Surgical insurance	75	93	71	94	97	98	98	92	92	94	78	61	79	63	61	86
Noncontributory plans	99	100	100	100	100	100	100	92	96	100	100	100	100	100	100	100
Medical insurance	75	93	71	94	97	98	98	92	92	94	78	61	79	63	61	86
Noncontributory plans	99	74	100	100	100	100	100	92	96	89	100	91	100	100	100	100
Major medical insurance	75	68	71	94	97	98	98	92	92	89	78	52	79	63	61	86
Noncontributory plans	99	100	100	100	100	96	99	99	100	97	100	100	100	100	100	100
Dental insurance	75	93	70	94	97	93	97	91	91	97	78	61	78	63	61	86
Noncontributory plans	2	5	32	17	15	16	13	5	35	9	40	40	44	25	44	17
Retirement pension	2	5	32	16	15	16	13	5	35	9	35	39	38	16	43	17
Noncontributory plans	93	94	94	86	91	81	84	85	77	60	84	74	89	85	70	94
	90	64	84	61	87	81	81	83	74	55	84	59	79	85	66	94

See footnotes at end of B-series tables.

Table B-14. Late-shift pay differentials for full-time manufacturing plant workers, July through December 1974

(All full-time manufacturing plant workers in each area=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Okla-homa City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
<u>Percent of workers</u>																	
Working on:																	
Second shift	13.9	19.7	13.6	14.2	26.5	16.7	21.0	14.4	20.9	24.4	23.3	21.6	30.8	11.4	18.6	22.1	14.5
With no pay differential	4.0	-	.3	-	-	6.1	.2	-	.5	.7	-	.2	-	3.7	-	-	-
With pay differential	9.9	19.7	13.2	14.2	26.5	10.6	20.7	14.4	20.4	23.7	23.3	21.5	30.8	7.7	18.6	22.1	14.5
Uniform cents (per hour)	5.7	11.1	13.2	14.2	5.2	7.7	12.0	14.4	10.3	14.0	8.0	13.3	7.1	7.7	12.8	18.3	11.6
Under 5 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 and under 6 cents	.1	.5	-	1.2	-	1.9	-	-	.6	.3	.2	.1	4.5	-	.2	.6	-
6 and under 7 cents	-	-	-	-	-	.3	.9	-	-	(7)	(7)	.1	-	-	-	-	-
7 and under 8 cents	.1	-	-	-	-	-	-	-	-	.1	.3	-	-	-	-	-	-
8 and under 9 cents	.1	.7	-	-	-	-	-	-	-	.6	-	-	-	-	-	-	-
9 and under 10 cents	-	1.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 and under 11 cents	1.4	2.8	5.9	.7	5.2	.9	2.1	-	4.2	5.3	2.4	3.8	.7	-	1.4	8.2	.7
11 and under 12 cents	.3	-	-	-	-	-	-	-	-	.2	.1	-	-	-	-	-	-
12 and under 13 cents	1.0	-	-	-	-	-	1.4	-	.9	.4	.2	3.2	.5	.3	-	1.1	.1
13 and under 14 cents	-	-	-	1.2	-	-	.4	-	-	(7)	.6	1.3	-	1.6	.4	-	-
14 and under 15 cents	.6	-	-	-	-	-	.1	-	.9	-	1.5	.7	.2	-	-	-	-
15 and under 16 cents	1.1	1.8	3.8	11.1	-	.1	1.7	1.1	1.5	1.4	1.5	2.8	.5	1.0	3.1	1.2	-
16 cents and over	.9	4.0	3.6	-	-	4.5	5.4	13.3	2.3	5.4	1.1	1.3	.8	4.8	3.9	7.1	10.7
Uniform percentage	3.5	8.5	-	-	21.3	2.6	7.7	-	9.8	8.7	14.8	8.2	23.6	-	4.5	3.0	.6
Under 5 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.1	-	-
5 percent	1.6	2.7	-	-	-	-	2.1	-	-	6.4	13.7	.5	23.6	-	1.0	-	-
Over 5 and under 10 percent	.2	.6	-	-	-	.5	.6	-	1.3	.4	.7	1.1	-	-	.3	-	-
10 percent	1.7	5.2	-	-	21.3	2.1	5.0	-	8.5	2.0	.4	6.6	-	-	2.1	3.0	.6
Over 10 and under 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15 percent and over	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁸	.8	(7)	-	-	-	.3	1.0	-	.2	1.0	.5	-	-	-	1.3	.8	2.4
<u>Average pay differential</u>																	
Uniform cents (per hour)	12.8	14.6	14.1	13.7	10.0	19.0	17.2	19.2	13.2	15.4	13.7	12.8	9.1	17.6	13.1	14.7	17.1
Uniform percent	7.6	8.2	-	-	10.0	9.3	8.3	-	9.6	6.2	5.3	9.3	5.0	-	7.3	10.0	10.0
<u>Percent of workers</u>																	
Working on:																	
Third shift	4.3	8.8	9.3	7.2	7.6	7.4	8.4	5.4	3.2	8.3	4.4	6.2	4.7	5.2	6.0	7.6	3.6
With no pay differential	-	-	-	-	-	2.0	-	-	-	.3	-	-	-	.1	-	-	-
With pay differential	4.3	8.8	9.3	7.2	7.6	5.4	8.4	5.4	3.2	8.0	4.4	6.2	4.7	5.1	6.0	7.6	3.6
Uniform cents (per hour)	2.9	4.2	9.3	7.2	.6	5.0	4.7	5.4	2.5	5.5	3.8	4.1	.6	5.1	3.6	7.4	.8
Under 7 cents	-	-	-	1.2	-	2.8	-	-	-	.2	-	-	-	-	1.0	-	-
7 and under 8 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 and under 9 cents	-	-	-	-	-	-	-	-	-	(7)	-	-	-	-	-	-	-
9 and under 10 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 and under 11 cents	.1	1.3	-	-	.6	.7	(7)	-	-	.3	-	.5	-	-	-	-	.5
11 and under 12 cents	-	-	-	-	-	-	-	-	-	.1	-	-	-	-	-	-	-
12 and under 13 cents	-	-	-	-	-	-	(7)	-	-	.2	-	.2	-	-	.3	-	.1
13 and under 14 cents	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 and under 15 cents	-	.2	-	-	-	-	-	-	.2	(7)	.1	.3	-	-	-	-	-
15 and under 16 cents	1.0	.8	3.8	-	-	.2	1.2	1.1	2.1	3.0	1.6	.3	.5	.2	.4	-	-
16 cents and over	1.8	2.0	5.5	6.0	-	1.2	3.3	4.4	.2	1.6	2.1	2.7	.1	5.0	1.9	7.4	.2
Uniform percentage	1.4	4.1	-	-	7.1	.3	3.4	-	.7	1.9	.5	1.9	3.5	-	1.1	-	-
Under 7 percent	.3	(7)	-	-	-	-	.5	-	-	.2	.1	-	-	-	.5	-	-
7 and under 10 percent	-	-	-	-	-	-	-	-	-	.2	.1	-	(7)	-	.2	-	-
10 percent	1.0	3.6	-	-	7.1	.3	3.0	-	.7	1.3	.4	1.6	3.5	-	.1	-	-
Over 10 and under 15 percent	.1	-	-	-	-	.1	-	-	-	-	-	.3	-	-	.3	-	-
15 percent	-	.5	-	-	-	-	-	-	-	.2	-	-	-	-	-	-	-
Over 15 percent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ⁸	-	.5	-	(7)	-	.1	.3	-	-	.6	-	.2	.5	-	1.3	.1	2.5
<u>Average pay differential</u>																	
Uniform cents (per hour)	18.7	17.4	26.5	17.5	10.0	12.0	25.6	27.0	15.2	16.7	21.0	18.1	15.9	35.8	19.7	22.5	16.6
Uniform percent	9.2	10.5	-	-	10.0	10.4	9.5	-	10.0	9.7	9.1	10.3	10.0	-	8.3	-	-

See footnotes at end of B-series tables.

Table B-15. Scheduled weekly hours⁷ and days of full-time first-shift workers, July through December 1974—all industries
(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers by scheduled weekly hours and days																	
Under 35 hours	-	1	2	2	-	1	1	2	2	2	2	3	-	-	(10)	4	1
4 days	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
5 days	-	1	2	2	-	1	1	2	(10)	1	2	3	-	-	-	-	1
35 hours	18	3	3	6	5	2	1	5	2	2	1	-	1	2	1	3	-
5 days	18	3	3	6	5	2	1	4	2	2	(10)	-	1	2	1	1	2
Over 35 and under 37 1/2 hours—5 days	4	-	-	-	2	1	2	-	1	(10)	-	-	1	2	1	1	2
37 1/2 hours—5 days	7	2	-	6	3	10	10	2	4	6	6	2	1	4	4	7	2
Over 37 1/2 and under 40 hours	(10)	-	-	-	-	-	(10)	-	1	(10)	(10)	-	-	-	2	-	1
4 days	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
5 days	(10)	-	-	-	-	-	(10)	-	-	(10)	(10)	-	-	-	1	-	1
40 hours	69	87	68	65	74	62	79	87	75	78	79	81	89	84	88	86	87
4 days	(10)	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
5 days	68	87	68	63	74	62	78	84	75	78	78	81	88	82	88	86	85
5 1/2 days	(10)	-	(10)	-	-	-	-	-	-	-	-	(10)	-	1	-	(10)	-
Over 40 and under 45 hours	(10)	3	(10)	1	-	5	2	1	5	1	1	3	5	7	1	1	-
5 days	(10)	1	(10)	1	-	2	1	1	1	1	1	2	5	-	-	-	-
5 1/2 days	(10)	(10)	-	-	-	-	(10)	-	(10)	-	-	1	5	-	1	-	-
6 days	(10)	2	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
45 hours	(10)	4	10	4	8	9	1	3	3	(10)	-	-	-	-	-	1	-
5 days	(10)	4	10	4	5	9	1	3	3	3	3	1	1	-	-	-	-
5 1/2 days	-	-	-	-	3	1	-	3	-	1	1	1	1	-	-	-	-
Over 45 and under 48 hours	(10)	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
5 days	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48 hours	1	1	15	15	2	10	3	-	6	4	3	7	7	(10)	3	2	8
5 1/2 days	-	-	6	-	-	-	-	-	1	-	-	-	-	-	-	-	-
6 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 48 hours	1	1	10	15	2	9	3	-	5	4	3	6	1	-	3	2	8
5 days	-	-	1	2	6	1	2	-	2	3	6	2	2	-	(10)	-	-
5 1/2 days	-	-	1	2	1	1	1	-	2	(10)	3	(10)	-	-	-	-	-
6 days	-	-	1	-	1	-	1	-	1	(10)	1	-	-	-	-	-	-
6 1/2 days	-	-	-	-	4	-	-	-	-	2	1	1	2	-	(10)	-	-
Average scheduled weekly hours	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
All weekly work schedules	38.9	40.1	41.7	40.9	40.8	41.1	40.1	39.7	40.6	40.4	40.9	40.3	40.5	39.9	40.1	39.3	40.4
Office workers																	
Percent of workers by scheduled weekly hours and days																	
Under 35 hours—5 days	(10)	(10)	-	-	-	-	-	-	-	-	-	-	(10)	(10)	-	1	-
35 hours—5 days	9	6	1	1	-	(10)	2	1	(10)	4	3	(10)	-	(10)	-	(10)	(10)
Over 35 and under 37 1/2 hours	14	10	5	(10)	16	6	1	(10)	(10)	2	(10)	(10)	-	2	2	-	-
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 1/2 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	14	10	5	(10)	16	6	1	-	-	-	-	-	-	-	-	-	-
37 1/2 hours	22	22	9	8	10	31	22	6	13	19	10	(10)	-	2	1	-	-
5 days	22	22	9	8	10	30	22	6	13	19	10	11	22	-	8	16	4
Over 37 1/2 and under 40 hours	(10)	7	-	-	12	2	2	-	2	5	3	21	7	-	6	16	4
4 days	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
4 1/2 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	(10)	7	-	-	12	(10)	1	-	-	-	1	-	-	-	-	-	-
40 hours	53	55	84	89	60	60	72	93	83	5	2	21	7	-	6	-	6
4 days	1	-	-	-	-	-	-	-	-	84	65	70	96	83	84	89	(10)
5 days	52	55	84	89	60	60	72	93	83	-	(10)	-	-	-	-	-	-
5 1/2 days	(10)	(10)	1	2	2	1	1	-	-	84	65	70	96	83	84	89	-
Over 40 hours	(10)	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	(10)	-	1	-	(10)	(10)	(10)	-	(10)	1	2	(10)	(10)	(10)	(10)	(10)	(10)
5 1/2 days	(10)	-	-	-	2	(10)	1	-	(10)	-	1	-	-	(10)	-	-	(10)
Average scheduled weekly hours	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All weekly work schedules	38.5	38.7	39.6	39.9	38.9	39.1	39.4	39.8	39.6	39.2	39.6	39.5	39.4	39.8	39.7	39.5	39.8

See footnotes at end of B-series tables.

Table B-16. Scheduled weekly hours^a and days of full-time first-shift workers, July through December 1974—manufacturing

(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Okla-homa City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
<u>Percent of workers by scheduled weekly hours and days</u>																	
35 hours.....	21	-	-	4	-	-	-	-	-	2	-	-	-	-	-	-	5
5 days.....	21	-	-	4	-	-	-	-	-	2	-	-	-	-	-	-	5
Over 35 and under 37½ hours.....	3	-	-	-	-	-	-	(10)	-	-	-	-	-	-	1	-	-
4 days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
5 days.....	3	-	-	-	-	-	-	-	6	2	7	1	1	11	6	10	-
37½ hours—5 days.....	5	2	-	10	-	12	14	-	-	-	-	-	-	-	2	-	-
Over 37½ and under 40 hours.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours.....	70	88	79	82	93	63	84	94	83	81	79	89	89	84	89	90	93
4 days.....	1	-	-	-	-	-	1	-	-	-	1	1	-	3	-	1	-
5 days.....	70	88	79	82	93	63	83	94	83	81	78	88	89	82	89	88	93
Over 40 and under 45 hours.....	-	3	-	4	-	4	1	6	4	1	-	3	6	5	-	-	-
5 days.....	-	-	-	4	-	3	-	6	4	1	-	2	6	-	-	-	-
5½ days.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 days.....	-	3	-	-	-	-	-	-	-	4	3	3	1	-	-	-	-
45 hours.....	-	7	12	-	6	10	1	-	4	3	3	3	1	-	-	-	-
5 days.....	-	7	12	-	6	9	1	-	-	1	1	-	-	-	-	-	-
5½ days.....	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	2
Over 45 and under 48 hours—6 days.....	-	-	9	-	-	11	-	-	2	5	3	(10)	1	-	-	-	-
48 hours.....	-	-	9	-	-	-	-	-	2	-	-	-	-	-	-	-	-
5½ days.....	-	-	-	-	-	10	-	-	-	5	3	(10)	1	-	1	-	2
6 days.....	-	-	-	-	-	-	-	-	-	4	8	4	2	-	-	-	-
Over 48 hours.....	-	-	-	-	1	-	-	-	2	4	3	1	-	-	-	-	-
5 days.....	-	-	-	-	-	-	-	-	-	1	3	1	-	-	-	-	-
5½ days.....	-	-	-	-	1	-	-	-	2	1	2	-	2	-	-	-	-
6 days.....	-	-	-	-	-	-	-	-	-	3	2	3	2	-	-	-	-
6½ days.....	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
<u>Average scheduled weekly hours</u>																	
All weekly work schedules.....	38.7	40.4	41.3	39.7	40.5	41.2	39.7	40.1	40.6	41.0	41.4	40.6	40.6	39.9	39.8	39.7	39.9
Office workers																	
<u>Percent of workers by scheduled weekly hours and days</u>																	
Under 35 hours—5 days.....	1	-	-	-	-	-	-	-	-	(10)	5	-	-	-	-	-	-
35 hours—5 days.....	3	-	-	-	-	-	-	1	-	1	-	3	-	-	2	-	-
Over 35 and under 37½ hours.....	3	(10)	-	-	-	-	-	1	-	-	-	-	-	-	2	-	-
4 days.....	-	-	-	-	-	-	-	-	-	1	-	3	-	-	-	-	-
5 days.....	3	(10)	-	-	-	-	-	-	-	1	-	1	9	2	(10)	36	3
37½ hours.....	23	3	-	12	-	28	13	-	10	13	6	1	9	-	(10)	36	3
5 days.....	23	3	-	12	-	27	13	-	10	13	6	1	9	-	1	-	-
Over 37½ and under 40 hours.....	-	1	-	-	-	(10)	-	-	-	5	2	(10)	-	-	-	-	-
4½ days.....	-	-	-	-	-	-	-	-	-	1	1	(10)	-	-	1	-	-
5 days.....	-	1	-	-	-	-	-	-	-	5	1	-	-	-	-	-	-
40 hours.....	70	95	98	88	98	69	87	99	90	80	86	92	91	100	96	64	97
4 days.....	-	-	-	-	-	-	-	-	-	-	-	(10)	-	-	1	-	-
4½ days.....	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
5 days.....	70	95	98	88	98	69	87	99	89	80	86	92	91	100	95	64	97
Over 40 hours.....	-	-	2	-	2	2	(10)	-	-	(10)	2	3	-	-	-	-	-
5 days.....	-	-	2	-	-	1	(10)	-	-	(10)	2	2	-	-	-	-	-
5½ days.....	-	-	-	-	2	-	-	-	-	-	1	-	-	-	-	-	-
<u>Average scheduled weekly hours</u>																	
All weekly work schedules.....	39.1	39.9	40.1	39.7	40.1	39.5	39.7	40.0	39.8	39.5	39.7	40.0	39.8	40.0	39.9	39.1	39.9

See footnotes at end of B-series tables.

Table B-17. Scheduled weekly hours' and days of full-time first-shift workers, July through December 1974—public utilities
(All full-time workers=100 percent)

Item	Northeast		South						North Central				West			
	Northeast Penn-sylvania	Syra-cuse	Corpus Christi	Daytona Beach	Greensboro-Winston-Salem-High Point	Louis-ville	Melbourne-Titusville-Cocoa	Okla-homa City	Cleve-land	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacra-mento	San Diego
Plant workers																
Percent of workers by scheduled weekly hours and days																
37½ hours—5 days	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
40 hours	100	100	97	86	77	97	100	97	89	100	100	99	99	100	100	100
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	100	100	97	86	77	97	100	97	89	100	100	99	99	100	100	100
Over 40 and under 45 hours	-	-	3	-	-	2	-	1	-	-	-	-	-	-	-	12
5 days	-	-	3	-	-	2	-	-	-	-	-	-	-	-	100	88
5½ days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 hours	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
5 days	-	-	-	-	9	1	-	2	10	-	-	(10)	-	-	-	-
6 days	-	-	-	-	9	1	-	2	10	-	-	-	-	-	-	-
48 hours—5 days	-	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-
Over 48 hours—5 days	-	-	-	14	14	-	-	-	(10)	-	-	-	1	-	-	-
Average scheduled weekly hours																
All weekly work schedules	40.0	40.0	40.0	41.4	41.8	40.1	40.0	40.2	40.6	40.0	40.0	40.0	40.1	40.0	40.0	40.0
Office workers																
Percent of workers by scheduled weekly hours and days																
35 hours—5 days	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	(10)
Over 35 and under 37½ hours—5 days	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
37½ hours—5 days	23	78	-	55	13	31	34	-	6	10	-	67	-	-	-	-
Over 37½ and under 40 hours	2	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-
4 days	-	-	-	-	15	-	-	-	-	-	-	-	-	-	-	-
5 days	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 hours	75	22	100	45	72	69	66	99	93	90	100	33	100	100	100	99
4 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days	75	22	100	45	72	69	66	99	93	90	100	33	100	100	100	97
Over 40 hours	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
5 days	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5½ days	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Average scheduled weekly hours																
All weekly work schedules	39.4	38.0	40.0	38.6	39.4	39.2	39.2	40.0	39.8	39.8	40.0	38.3	40.0	40.0	40.0	39.9

See footnotes at end of B-series tables.

Table B-18. Annual paid holidays for full-time workers, July through December 1974—all industries

(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers																	
In establishments not providing paid holidays--	4	2	10	10	17	17	3	11	17	2	3	9	3	6	7	9	10
In establishments providing paid holidays-----	96	98	90	90	83	83	97	89	83	98	97	91	97	94	93	91	90
Average number of paid holidays																	
For workers in establishments providing paid holidays-----	8.5	9.2	7.0	6.8	7.3	6.5	9.0	9.0	7.3	9.8	10.5	7.8	12.4	7.7	8.0	8.5	8.6
Percent of workers by number of paid holidays provided																	
Less than 5 holidays-----	(10)	(10)	9	5	8	13	2	-	3	1	1	4	(10)	2	4	3	-
5 holidays-----	1	(10)	11	25	16	17	(10)	10	4	(10)	1	(10)	-	3	1	1	-
5 holidays plus 1 half day or more-----	-	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays-----	14	11	17	13	14	20	14	8	27	3	8	19	7	19	17	4	13
6 holidays plus 1 half day or more-----	1	1	3	-	-	(10)	(10)	-	(10)	(10)	1	(10)	1	-	-	-	-
7 holidays-----	8	10	5	13	3	4	9	9	13	10	7	15	2	26	13	13	13
7 holidays plus 1 half day or more-----	(10)	2	-	-	-	-	-	-	-	2	(10)	1	1	-	1	-	1
8 holidays-----	20	4	5	3	12	4	11	4	8	8	5	14	1	-	18	24	19
8 holidays plus 1 half day or more-----	2	2	-	-	-	-	-	-	-	1	1	-	-	-	1	1	1
9 holidays-----	21	22	38	24	3	17	14	25	23	21	15	24	6	38	18	18	45
9 holidays plus 1 half day or more-----	3	3	-	-	-	-	-	-	-	1	1	(10)	-	-	1	4	-
10 holidays-----	18	16	(10)	6	27	5	30	6	6	22	13	9	-	-	-	-	-
10 holidays plus 1 half day or more-----	1	4	-	-	-	(10)	-	-	-	(10)	-	-	-	-	-	4	10
11 holidays-----	4	11	-	-	-	2	7	6	-	13	3	3	4	-	5	-	1
11 holidays plus 1 half day or more-----	-	3	-	-	(10)	-	-	-	-	-	-	(10)	-	-	-	-	-
12 holidays-----	3	8	-	-	-	(10)	4	1	-	2	6	1	5	-	-	-	3
13 holidays-----	-	-	-	-	-	-	5	-	-	11	29	-	63	-	1	-	-
14 holidays or more-----	-	(10)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office workers																	
Percent of workers																	
In establishments not providing paid holidays--	1	(10)	(10)	2	(10)	1	(10)	(10)	1	(10)	(10)	(10)	(10)	(10)	(10)	(10)	(10)
In establishments providing paid holidays-----	99	99	99	98	99	99	99	99	99	99	99	99	99	99	99	99	99
Average number of paid holidays																	
For workers in establishments providing paid holidays-----	8.5	9.9	7.5	6.6	7.6	7.1	8.3	9.4	7.7	9.3	10.1	7.9	11.2	7.5	8.6*	8.8	9.0
Percent of workers by number of paid holidays provided																	
Less than 5 holidays-----	(10)	(10)	5	1	2	3	-	(10)	(10)	(10)	(10)	(10)	-	(10)	1	-	(10)
5 holidays-----	(10)	-	7	22	31	8	(10)	6	1	-	-	-	-	(10)	-	-	-
5 holidays plus 1 half day or more-----	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays-----	12	7	14	46	19	36	25	9	31	7	7	18	10	26	14	4	(10)
6 holidays plus 1 half day or more-----	1	3	3	-	-	1	1	-	1	3	(10)	(10)	3	-	-	-	-
7 holidays-----	11	3	10	2	1	10	13	11	13	7	7	13	3	36	5	10	6
7 holidays plus 1 half day or more-----	1	1	-	-	-	-	(10)	-	2	1	1	5	1	2	2	1	1
8 holidays-----	18	3	11	1	9	11	15	7	14	6	(10)	33	(10)	-	12	20	26
8 holidays plus 1 half day or more-----	7	7	-	-	2	2	-	-	-	1	2	(10)	1	-	2	19	10
9 holidays-----	19	8	44	21	9	24	16	19	27	30	31	25	12	31	41	9	15
9 holidays plus 1 half day or more-----	5	1	-	-	-	-	-	-	-	2	2	(10)	-	-	1	1	(10)
10 holidays-----	18	31	2	5	5	1	19	9	11	20	22	4	20	3	12	28	20
10 holidays plus 1 half day or more-----	2	3	-	-	-	1	-	-	-	14	3	1	5	1	6	4	13
11 holidays-----	4	16	-	-	-	1	-	-	-	1	-	-	-	-	-	-	(10)
11 holidays plus 1 half day or more-----	-	3	-	-	24	-	-	-	-	1	5	(10)	10	-	(10)	1	-
12 holidays-----	1	9	-	-	-	1	2	29	2	2	5	(10)	2	-	-	-	3
13 holidays-----	(10)	2	-	-	-	(10)	4	-	-	(10)	-	-	-	-	-	-	-
13 holidays plus 1 half day or more-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14 holidays or more-----	(10)	3	-	-	-	-	1	-	-	3	14	-	33	-	1	-	-

See footnote at end of B-series tables.

Table B-18a. Identification of major paid holidays for full-time workers, July through December 1974—all industries
(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers																	
New Year's Day	91	96	86	78	79	66	96	89	80	97	96	90	97	90	92	89	90
Lincoln's Birthday	-	3	-	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-
Washington's Birthday	20	19	23	12	-	3	14	31	7	10	6	14	4	45	20	60	27
Good Friday	64	51	28	24	12	15	59	14	23	60	62	30	80	28	21	17	5
Good Friday, half day	(10)	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1
Easter Monday	29	-	11	-	-	74	5	-	-	-	-	-	2	-	-	-	5
Memorial Day	93	97	59	55	28	23	95	69	74	97	95	86	97	87	89	87	90
Fourth of July	83	96	82	73	83	64	95	89	81	97	95	87	97	91	90	88	90
Labor Day	96	97	85	85	80	83	95	89	80	97	94	90	97	93	88	88	90
Columbus Day	8	8	3	-	-	-	-	5	-	(10)	(10)	(10)	(10)	-	-	8	8
Veterans Day	7	11	6	9	9	6	5	25	6	2	2	16	3	33	10	27	20
Election Day	13	4	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-
Thanksgiving Day	96	97	83	86	83	72	96	89	82	98	94	91	97	92	91	91	90
Day after Thanksgiving	36	53	22	26	2	14	58	32	27	59	55	24	80	4	29	35	41
Christmas Eve	21	35	21	26	5	19	61	25	21	61	67	27	81	22	25	17	16
Christmas Eve, half day	2	13	3	-	-	-	-	-	(10)	4	-	2	1	-	2	4	3
Christmas Day	95	97	89	90	83	64	97	89	82	98	96	90	97	90	93	91	90
Christmas-New Year's holiday period ¹¹	-	-	-	-	-	-	-	9	-	10	28	-	63	-	-	-	10
New Year's Eve	13	19	5	-	-	-	5	20	3	37	57	7	81	-	14	4	3
New Year's Eve, half day	4	8	-	-	(10)	-	21	-	-	4	3	-	1	-	-	-	-
Employee's birthday	19	9	15	21	3	4	14	5	15	30	18	24	5	14	24	32	26
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3
Floating holiday, 1 day ¹²	15	15	10	10	-	14	16	12	8	18	11	9	2	15	20	17	9
Floating holiday, 2 days ¹²	2	5	2	-	-	1	3	4	6	5	8	4	-	3	6	2	2
Office workers																	
Percent of workers																	
New Year's Day	98	99	99	95	98	92	99	99	99	99	99	99	99	99	99	99	99
Lincoln's Birthday	-	13	-	-	-	-	-	-	-	-	-	-	15	-	-	-	-
Washington's Birthday	23	46	36	10	-	2	21	31	21	37	24	-	15	-	-	-	99
Good Friday	68	37	24	14	36	10	47	6	21	52	53	45	27	30	47	80	50
Good Friday, half day	4	-	-	-	-	-	-	-	-	4	-	4	4	-	-	10	4
Easter Monday	16	-	5	-	-	-	-	-	-	-	-	-	-	-	-	17	9
Memorial Day	98	99	72	73	56	18	99	88	95	99	99	99	99	99	99	-	2
Fourth of July	93	99	96	93	99	93	99	99	99	99	99	99	99	99	99	99	99
Labor Day	99	99	98	98	98	97	99	99	99	99	99	99	99	99	99	99	99
Columbus Day	2	27	28	3	-	-	-	6	8	15	16	6	15	-	20	19	99
Veterans Day	26	20	31	7	7	12	10	36	21	17	20	33	19	54	38	13	18
Election Day	17	13	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-
Thanksgiving Day	99	99	96	98	99	97	99	99	99	99	98	99	99	98	99	99	99
Day after Thanksgiving	26	65	13	19	26	20	41	27	56	49	16	66	2	31	44	43	99
Christmas Eve	12	29	8	17	28	24	36	39	11	46	55	9	51	15	15	8	11
Christmas Eve, half day	9	16	3	-	-	-	-	3	-	46	55	9	51	15	15	8	11
Christmas Day	99	99	99	98	99	94	99	99	97	99	99	99	99	99	99	99	99
Christmas-New Year's holiday period ¹¹	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Year's Eve	6	11	2	-	-	-	1	12	-	2	14	-	33	-	-	-	13
New Year's Eve, half day	8	5	-	-	24	-	13	32	2	25	43	3	51	-	7	1	3
Employee's birthday	15	7	14	10	1	5	8	7	14	12	11	16	2	10	8	17	10
Admission or State Day	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	35
Floating holiday, 1 day ¹²	12	27	11	9	-	11	12	8	12	18	33	22	38	6	17	28	9
Floating holiday, 2 days ¹²	4	3	3	-	-	2	4	1	6	5	8	2	4	1	5	8	8

See footnotes at end of B-series tables.

Table B-19. Annual paid holidays for full-time workers, July through December 1974—manufacturing

(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers																	
In establishments not providing paid holidays	-	2	-	-	1	16	-	6	3	1	-	1	-	-	1	-	-
In establishments providing paid holidays	100	98	100	100	99	84	100	94	97	99	100	99	100	100	99	100	100
Average number of paid holidays																	
For workers in establishments providing paid holidays	8.7	9.8	7.7	8.3	8.1	6.3	10.0	10.4	8.1	10.6	11.5	8.6	13.2	8.4	8.8	9.1	9.3
Percent of workers by number of paid holidays provided																	
Less than 5 holidays	-	-	9	-	15	17	-	-	5	(10)	-	-	-	3	1	-	-
5 holidays	-	-	7	2	8	20	-	1	18	(10)	3	9	3	2	9	(10)	2
6 holidays	10	3	13	14	13	16	4	8	1	-	1	1	1	-	-	-	-
6 holidays plus 1 half day or more	-	-	-	-	-	-	-	-	-	-	-	-	-	22	14	-	18
7 holidays	8	5	2	16	-	3	5	3	11	4	3	15	-	-	2	-	3
7 holidays plus 1 half day or more	-	2	-	-	-	-	-	-	-	1	-	2	-	-	14	45	14
8 holidays	25	4	-	9	3	3	5	-	8	4	2	14	(10)	-	1	-	2
8 holidays plus 1 half day or more	2	2	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-
9 holidays	23	23	68	41	4	15	16	26	41	23	15	32	2	59	21	17	18
9 holidays plus 1 half day or more	4	5	-	-	-	-	-	-	-	1	2	(10)	-	-	-	-	-
10 holidays	18	24	-	18	56	(10)	-	-	14	24	18	19	3	13	23	23	10
10 holidays plus 1 half day or more	1	6	-	-	-	(10)	-	-	-	(10)	-	-	-	-	-	-	-
11 holidays	5	16	-	-	-	3	10	-	-	17	4	5	5	-	12	10	25
12 holidays	4	10	-	-	-	-	1	56	-	3	3	1	4	-	2	5	-
13 holidays	-	-	-	-	-	(10)	6	-	-	3	8	1	6	-	-	-	7
14 holidays or more	-	-	-	-	-	-	8	-	-	17	40	-	76	-	-	-	-
Office workers																	
Percent of workers																	
In establishments not providing paid holidays	-	-	-	-	2	1	-	-	-	(10)	-	(10)	-	-	-	-	-
In establishments providing paid holidays	100	100	100	100	98	99	100	100	100	99	100	99	100	100	100	100	100
Average number of paid holidays																	
For workers in establishments providing paid holidays	8.8	9.1	7.2	8.8	7.6	7.2	9.8	10.8	8.3	10.1	11.3	8.2	13.0	8.0	9.3	8.6	10.1
Percent of workers by number of paid holidays provided																	
Less than 5 holidays	-	-	11	-	11	7	-	2	-	-	-	(10)	-	-	2	-	-
5 holidays	-	-	14	1	16	15	-	1	2	-	-	(10)	-	-	-	-	-
6 holidays	11	3	21	12	16	23	4	4	12	1	2	14	10	29	5	9	3
6 holidays plus 1 half day or more	1	-	-	-	-	-	-	-	3	3	(10)	(10)	(10)	-	-	-	-
7 holidays	9	4	1	3	-	5	7	7	12	2	2	25	-	11	8	-	7
7 holidays plus 1 half day or more	1	(10)	-	-	-	-	-	-	(10)	(10)	(10)	5	2	-	1	-	(10)
8 holidays	15	2	3	6	4	10	6	-	13	5	2	5	(10)	-	11	57	11
8 holidays plus 1 half day or more	8	2	-	-	-	-	-	-	-	1	1	-	-	-	2	-	2
9 holidays	15	9	47	48	16	33	20	12	47	19	17	33	1	52	13	5	6
9 holidays plus 1 half day or more	9	3	-	-	-	-	-	-	-	2	3	(10)	-	-	-	-	-
10 holidays	19	51	4	30	35	2	42	-	12	30	29	11	2	9	30	18	14
10 holidays plus 1 half day or more	4	5	-	-	-	2	-	-	-	-	-	-	-	-	3	-	-
11 holidays	5	17	-	-	-	2	9	-	-	23	5	4	10	-	23	6	47
12 holidays	2	-	-	-	-	-	2	74	-	3	2	1	9	-	1	4	-
13 holidays	1	5	-	-	-	(10)	7	-	-	4	10	1	3	-	-	-	9
14 holidays or more	-	-	-	-	-	-	3	-	-	6	26	-	63	-	-	-	-

See footnote at end of B-series tables.

Table B-19a. Identification of major paid holidays for full-time workers, July through December 1974—manufacturing
(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers																	
New Year's Day	93	97	100	100	90	61	99	94	94	99	100	98	100	97	99	100	100
Washington's Birthday	21	13	38	18	-	-	15	26	4	6	4	13	1	65	12	57	20
Good Friday	78	67	41	54	4	16	80	26	43	81	77	52	91	36	27	41	8
Good Friday, half day	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
Easter Monday	34	-	23	-	-	78	8	-	-	-	-	-	3	-	-	-	-
Memorial Day	97	98	83	90	20	24	100	90	94	99	99	99	100	97	98	100	100
Fourth of July	83	96	91	86	99	60	100	94	97	98	99	99	100	100	99	100	100
Labor Day	100	98	100	100	93	83	100	94	95	99	99	99	100	100	99	100	100
Columbus Day	11	3	7	-	-	-	-	-	-	-	-	-	100	100	95	100	100
Veterans Day	7	5	2	-	-	4	1	-	5	1	1	13	1	-	5	5	-
Election Day	17	1	-	-	-	-	-	-	-	3	-	-	-	48	5	32	4
Thanksgiving Day	100	98	89	100	99	69	100	94	95	99	99	-	-	-	-	-	-
Day after Thanksgiving	43	73	38	72	4	18	82	20	61	84	69	99	100	97	99	100	100
Christmas Eve	26	51	39	68	7	20	83	40	49	87	86	52	95	38	45	41	77
Christmas Eve, half day	3	15	-	-	-	-	-	-	1	1	-	3	1	-	2	-	5
Christmas Day	99	97	100	100	99	59	100	94	94	99	100	99	100	97	99	100	100
Christmas-New Year's holiday period ¹¹	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Year's Eve	17	28	7	-	-	-	8	36	-	16	38	-	76	-	-	-	27
New Year's Eve, half day	5	9	-	-	-	-	31	40	3	55	75	15	95	-	-	-	-
Employee's birthday	18	3	7	21	-	2	11	3	-	3	4	-	1	-	29	15	7
Floating holiday, 1 day ¹²	16	15	5	18	-	17	21	26	8	17	13	13	5	3	19	21	20
Floating holiday, 2 days ¹²	(¹⁰)	6	-	-	-	(¹⁰)	4	-	5	4	7	6	(¹⁰)	8	7	-	1
Office workers																	
Percent of workers																	
New Year's Day	98	99	100	100	89	85	100	98	99	99	100	99	100	100	100	100	100
Washington's Birthday	7	9	26	30	-	-	14	12	12	18	4	8	(¹⁰)	49	14	62	13
Good Friday	80	60	39	55	16	15	77	12	52	78	76	51	79	33	35	35	6
Good Friday, half day	1	-	-	-	-	-	-	-	-	3	-	-	2	-	-	-	-
Easter Monday	32	-	11	-	-	-	4	-	-	-	-	-	8	-	-	-	-
Memorial Day	99	100	75	94	36	21	100	90	99	99	99	99	100	100	98	100	100
Fourth of July	85	99	89	92	98	87	100	98	99	99	99	99	100	100	99	100	100
Labor Day	100	100	100	100	96	96	100	98	99	99	99	99	100	100	99	100	100
Columbus Day	5	3	8	-	-	-	-	-	-	99	99	95	100	100	96	100	100
Veterans Day	8	4	1	-	-	-	-	-	-	-	-	1	-	-	-	4	-
Election Day	5	(¹⁰)	-	-	-	20	(¹⁰)	-	4	-	1	5	(¹⁰)	36	5	12	2
Thanksgiving Day	99	100	88	100	98	96	100	100	99	99	98	99	100	100	100	100	100
Day after Thanksgiving	45	86	26	85	16	34	80	22	56	83	72	37	87	4	63	49	89
Christmas Eve	24	49	32	78	20	36	78	56	34	84	88	44	87	24	43	27	34
Christmas Eve, half day	18	10	-	-	-	-	-	-	3	4	-	6	2	-	4	-	3
Christmas Day	99	99	100	100	98	89	100	100	98	99	100	99	100	100	100	100	100
Christmas-New Year's holiday period ¹¹	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New Year's Eve	14	22	4	-	-	-	3	51	-	5	26	-	63	-	-	-	48
New Year's Eve, half day	15	7	-	-	-	-	24	56	2	47	73	16	87	-	26	8	9
Employee's birthday	17	2	9	15	-	2	10	7	7	3	5	-	2	-	4	-	-
Floating holiday, 1 day ¹²	18	36	-	30	-	22	28	12	35	8	10	10	2	-	11	38	7
Floating holiday, 2 days ¹²	-	4	4	-	-	1	8	-	8	23	47	18	60	29	28	21	9
										8	9	5	-	8	7	-	2

See footnotes at end of B-series tables.

Table B-20. Annual paid holidays for full-time workers, July through December 1974—public utilities

(All full-time workers=100 percent)

Item	Northeast		South						North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																
Percent of workers																
In establishments not providing paid holidays--	-	-	-	-	-	-	-	4	-	-	5	-	-	-	-	-
In establishments providing paid holidays--	100	100	100	100	100	100	100	96	100	100	95	100	100	100	100	100
Average number of paid holidays																
For workers in establishments providing paid holidays--	9.5	10.3	8.1	8.4	7.9	8.4	8.7	8.4	9.4	9.7	8.5	10.0	9.1	9.0	9.4	9.3
Percent of workers by number of paid holidays provided																
Less than 5 holidays--	-	-	6	-	-	-	-	-	-	-	-	-	-	-	5	-
5 holidays--	-	-	2	-	-	-	5	-	-	-	-	-	-	-	-	-
6 holidays--	-	-	8	19	29	2	-	5	-	9	2	2	1	2	-	9
6 holidays plus 1 half day or more--	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
7 holidays--	1	4	-	-	-	4	4	18	3	2	3	-	-	4	-	-
8 holidays--	13	-	30	-	21	62	-	8	12	12	34	-	-	12	2	13
8 holidays plus 1 half day or more--	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays--	28	43	54	81	50	25	90	60	43	34	54	62	88	53	24	9
10 holidays--	47	5	-	-	-	3	-	4	23	11	2	-	10	28	61	67
11 holidays--	9	1	-	-	-	4	-	-	19	-	-	-	-	-	7	2
11 holidays plus 1 half day or more--	-	26	-	-	-	-	-	-	-	32	-	36	-	-	-	-
12 holidays--	-	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office workers																
Percent of workers																
In establishments not providing paid holidays--	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
In establishments providing paid holidays--	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Average number of paid holidays																
For workers in establishments providing paid holidays--	9.3	11.0	8.0	8.6	7.3	8.4	8.8	8.3	9.2	9.8	8.5	9.9	9.0	9.0	9.8	9.7
Percent of workers by number of paid holidays provided																
Less than 5 holidays--	-	-	5	-	-	-	3	-	-	-	-	-	-	-	-	-
5 holidays--	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
6 holidays--	2	-	6	12	45	3	-	7	7	10	6	2	6	(10)	-	4
6 holidays plus 1 half day or more--	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-
7 holidays--	-	5	-	-	-	2	6	21	2	3	1	-	-	1	(10)	-
8 holidays--	18	-	55	-	32	53	-	10	1	3	30	-	-	7	2	5
8 holidays plus 1 half day or more--	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 holidays--	26	21	33	88	23	37	91	61	54	42	63	67	84	82	12	3
10 holidays--	46	1	-	-	-	3	-	(10)	20	1	(10)	-	6	10	85	89
11 holidays--	2	-	-	-	-	1	-	-	14	-	-	-	4	-	1	(10)
11 holidays plus 1 half day or more--	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 holidays--	-	42	-	-	-	-	-	-	-	40	-	31	-	-	-	-

See footnote at end of B-series tables.

Table B-20a. Identification of major paid holidays for full-time workers, July through December 1974—public utilities
(All full-time workers=100 percent)

Item	Northeast		South						North Central				West			
	Northeast Penn-sylvania	Syra-cuse	Corpus Christi	Daytona Beach	Greensboro-Winston-Salem-High Point	Louis-ville	Melbourne-Titusville-Cocoa	Okla-homa City	Cleve-land	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacra-mento	San Diego
Plant workers																
Percent of workers																
New Year's Day	100	100	100	100	100	100	100	96	100	100	95	100	100	98	100	100
Lincoln's Birthday	-	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	67	80	46	56	36	46	69	44	71	40	53	62	76	86	95	77
Good Friday	79	57	46	56	36	51	66	48	77	72	32	98	86	60	27	3
Easter Monday	-	-	-	-	60	-	-	-	-	-	-	-	-	-	-	-
Memorial Day	100	100	92	100	53	100	95	96	100	100	94	100	100	98	95	100
Fourth of July	100	100	100	100	100	100	100	96	100	100	95	100	100	98	95	100
Labor Day	100	100	94	100	100	100	100	96	100	100	95	100	100	98	95	100
Columbus Day	-	48	-	-	-	-	3	-	3	-	95	100	100	98	95	100
Veterans Day	42	70	38	81	36	37	90	32	16	3	70	36	90	44	36	70
Election Day	16	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thanksgiving Day	100	100	100	86	100	100	100	91	100	100	95	100	99	98	100	100
Day after Thanksgiving	37	32	34	14	-	27	-	15	47	61	5	98	10	32	61	71
Christmas Eve	12	-	12	25	35	42	21	16	26	45	14	36	10	16	6	2
Christmas Day	98	100	100	100	100	100	100	95	100	100	95	100	100	98	100	100
New Year's Eve	2	-	-	-	-	5	-	11	7	38	1	36	-	1	-	-
Employee's birthday	63	35	12	25	24	18	25	35	18	28	58	-	35	53	35	19
Floating holiday, 1 day ¹²	12	-	32	-	-	4	-	25	2	7	1	36	-	8	36	-
Floating holiday, 2 days ¹²	8	13	-	-	6	2	-	4	-	36	2	-	-	-	7	-
Office workers																
Percent of workers																
New Year's Day	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Lincoln's Birthday	-	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washington's Birthday	70	86	36	55	20	80	34	50	76	43	50	67	76	93	100	93
Good Friday	84	56	36	55	20	80	34	56	83	83	33	98	88	79	12	3
Easter Monday	-	-	-	-	78	(10)	-	-	-	-	-	-	-	-	-	-
Memorial Day	100	100	94	100	32	100	97	100	100	100	99	100	100	100	100	100
Fourth of July	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Labor Day	100	100	95	100	100	100	100	100	100	100	100	100	100	100	100	100
Columbus Day	-	75	-	-	-	-	1	-	3	-	-	-	-	-	-	-
Veterans Day	35	85	27	88	20	41	91	46	20	3	79	31	94	79	23	89
Election Day	11	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thanksgiving Day	100	100	100	97	100	100	100	94	100	100	100	100	94	100	100	100
Day after Thanksgiving	37	42	49	3	-	10	-	32	59	72	2	98	6	15	85	91
Christmas Eve	16	-	6	33	27	13	57	10	15	43	3	31	6	8	2	1
Christmas Eve, half day	7	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Christmas Day	100	100	100	100	100	100	100	86	100	100	100	100	100	100	100	100
New Year's Eve	(10)	-	-	-	-	2	-	10	1	40	(10)	31	-	2	-	-
New Year's Eve, half day	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employee's birthday	52	48	6	33	28	9	63	21	13	13	46	-	28	17	15	3
Floating holiday, 1 day ¹²	10	-	48	-	-	4	-	19	4	3	(10)	31	4	5	71	-
Floating holiday, 2 days ¹²	2	3	-	-	(10)	(10)	-	(10)	-	40	1	-	-	-	1	-

See footnotes at end of B-series tables.

Table B-21. Paid vacation provisions¹³ for full-time workers, July through December 1974—all industries

(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers																	
In establishments not providing paid vacations	(10)	(10)	5	4	3	6	3	4	3	(10)	1	2	1	1	1	1	1
In establishments providing paid vacations	99	99	95	96	97	94	97	96	97	99	99	98	99	99	99	99	99
Length-of-time payment	64	84	87	70	90	44	91	93	93	89	97	89	94	92	84	68	96
Percentage payment	32	16	6	26	8	49	6	3	4	8	2	9	5	6	15	29	2
Other payment	4	(10)	2	-	-	1	-	-	-	2	-	-	-	-	-	2	1
Amount of vacation pay ¹⁴ and service period:																	
2 weeks or more	96	99	89	89	83	83	96	94	92	99	98	96	98	97	99	99	99
1 year	41	32	30	25	24	36	38	73	33	29	42	28	71	40	43	41	47
3 years	73	84	75	89	78	56	91	92	85	85	89	88	91	97	96	99	98
5 years	94	98	84	89	80	81	94	92	98	97	94	97	97	97	99	99	99
3 weeks or more	77	93	66	56	73	54	90	85	66	98	92	83	95	90	87	92	83
5 years	34	14	21	8	9	3	21	24	8	27	39	13	68	26	21	40	35
10 years	75	83	62	56	73	36	82	83	57	88	79	72	86	77	76	87	76
15 years	77	93	66	56	73	52	90	85	65	98	92	83	95	90	87	91	83
20 years	77	93	66	56	73	52	90	85	66	98	92	83	95	90	87	92	83
25 years	46	80	52	42	57	33	76	67	49	88	85	64	89	71	65	72	57
4 weeks or more	46	80	52	42	57	33	76	67	49	88	85	64	89	71	65	72	57
10 years	8	3	16	1	4	1	4	8	3	7	4	2	1	16	8	12	5
15 years	25	31	22	14	34	17	54	24	16	48	57	19	74	30	32	39	24
20 years	42	70	37	42	57	33	75	67	48	79	78	59	86	71	64	72	55
25 years	46	80	52	42	57	33	76	67	49	88	85	64	89	71	65	72	57
30 years	19	53	23	19	37	21	49	14	26	51	52	31	79	24	26	41	23
5 weeks or more	19	53	23	19	37	21	49	14	26	51	52	31	79	24	26	41	23
15 years	2	(10)	-	-	-	(10)	(10)	-	-	1	1	(10)	1	-	-	3	1
20 years	6	15	17	-	-	2	19	-	9	28	36	8	68	14	13	22	7
25 years	16	45	23	16	37	20	46	11	24	49	51	31	77	24	26	39	17
30 years	19	52	23	19	37	21	49	14	26	50	52	31	79	24	26	41	22
6 weeks or more	4	3	1	-	-	2	13	-	3	8	6	4	1	(10)	6	6	(10)
20 years	2	(10)	-	-	-	(10)	(10)	-	-	1	1	(10)	1	-	-	-	(10)
25 years	2	2	-	-	-	(10)	2	-	2	6	1	4	1	-	3	3	(10)
30 years	4	3	1	-	-	2	11	-	3	8	6	4	1	-	6	4	(10)
Office workers																	
Percent of workers																	
In establishments not providing paid vacations	-	(10)	(10)	(10)	-	(10)	-	(10)	-	(10)	(10)	(10)	(10)	-	(10)	-	(10)
In establishments providing paid vacations	100	99	99	99	100	99	100	99	100	99	99	99	99	100	99	100	99
Length-of-time payment	99	97	99	99	100	98	100	99	(10)	1	(10)	(10)	(10)	4	1	1	(10)
Percentage payment	1	-	(10)	-	-	2	-	1	-	1	-	-	-	-	-	-	-
Other payment	(10)	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																	
2 weeks or more	99	99	99	99	97	99	99	99	99	99	99	99	99	99	99	100	99
1 year	72	81	63	73	90	87	80	91	75	82	82	68	75	49	82	80	82
3 years	89	99	93	99	96	95	97	99	97	99	99	97	91	97	99	99	99
5 years	98	99	96	99	96	98	99	99	98	99	99	99	99	99	99	95	95
3 weeks or more	86	96	69	76	89	85	95	96	89	97	97	94	99	90	97	95	95
5 years	23	17	18	8	19	4	18	26	16	32	28	11	45	11	31	56	49
10 years	82	84	60	76	89	67	81	93	69	91	90	87	84	74	92	95	95
15 years	86	91	69	76	89	85	95	96	87	97	97	93	99	90	97	95	95
20 years	86	96	69	76	89	85	95	96	89	97	97	94	99	90	97	95	95
25 years	62	87	40	36	41	66	76	62	59	85	92	76	90	67	70	84	81
4 weeks or more	62	87	40	36	41	66	76	62	59	85	92	76	90	67	70	84	81
10 years	5	5	11	-	-	3	10	2	11	8	5	1	9	12	8	13	7
15 years	17	33	17	19	12	33	32	24	28	42	43	12	61	17	30	44	37
20 years	56	77	27	36	27	60	75	58	57	80	83	73	80	60	70	82	76
25 years	62	82	40	36	41	66	76	62	59	85	92	75	90	67	70	84	81
30 years	25	48	19	19	19	26	36	19	28	38	43	34	59	25	29	31	22
5 weeks or more	25	48	19	19	19	26	36	19	28	38	43	34	59	25	29	31	22
15 years	2	-	-	-	-	(10)	(10)	-	-	(10)	-	(10)	(10)	-	-	(10)	1
20 years	4	7	12	-	-	3	15	-	11	13	22	5	33	7	9	3	8
25 years	17	41	19	17	19	25	34	9	28	35	41	32	59	24	27	29	16
30 years	25	45	19	19	19	26	36	19	28	37	43	34	59	25	29	31	22
6 weeks or more	3	4	(10)	-	-	1	9	-	1	3	7	1	1	1	6	3	(10)
20 years	1	(10)	-	-	-	(10)	(10)	-	-	(10)	-	-	(10)	-	-	(10)	(10)
25 years	2	(10)	-	-	-	(10)	4	-	1	1	1	1	(10)	-	5	1	(10)
30 years	2	4	(10)	-	-	1	5	-	1	3	7	1	(10)	-	-	(10)	(10)

See footnotes at end of B-series tables.

Table B-22. Paid vacation provisions¹³ for full-time workers, July through December 1974—manufacturing
(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn- sylvania	Syra- cuse	Corpus Christi	Daytona Beach	Gaines- ville	Greensboro- Winston- Salem- High Point	Louis- ville	Melbourne- Titusville- Cocoa	Okla- homa City	Cleve- land	Dayton	Omaha	Saginaw	Billings	Denver- Boulder	Sacra- mento	San Diego
Plant workers																	
Percent of workers																	
In establishments not providing paid vacations	-	-	-	-	-	6	2	6	3	-	-	-	-	3	-	-	-
In establishments providing paid vacations	100	100	100	100	100	94	98	94	97	100	100	100	100	97	100	100	100
Length-of-time payment	51	76	88	56	100	34	92	94	89	87	98	85	94	94	84	70	100
Percentage payment	44	24	12	44	-	60	.6	-	8	11	2	15	6	3	16	23	-
Other payment	5	-	-	-	-	1	-	-	-	3	-	-	-	-	-	6	-
Amount of vacation pay ¹⁴ and service period:																	
2 weeks or more	98	100	94	98	91	82	98	94	92	100	100	99	100	97	100	100	100
1 year	43	28	33	10	8	36	42	93	41	31	47	36	80	36	49	24	71
3 years	71	80	79	98	80	50	93	94	86	80	88	90	93	97	98	100	99
5 years	97	99	83	98	85	80	96	94	92	98	99	99	99	97	100	100	100
3 weeks or more	78	98	73	73	80	50	96	87	74	99	97	91	99	97	97	99	99
5 years	37	17	29	4	7	1	27	4	11	29	50	9	81	36	28	45	34
10 years	76	87	68	73	80	32	88	86	63	85	82	80	91	97	82	96	83
15 years	78	98	73	73	80	48	96	87	74	99	97	91	99	97	97	99	99
20 years	78	98	73	73	80	48	96	87	74	99	97	91	99	97	97	99	99
4 weeks or more	45	86	67	66	77	29	87	82	61	92	93	76	96	80	72	83	62
10 years	9	5	29	-	-	1	6	-	2	8	3	4	1	28	16	31	6
15 years	27	33	33	18	60	17	69	-	19	47	68	18	84	33	35	53	17
20 years	41	74	48	66	77	29	86	82	59	78	84	70	92	80	70	83	62
25 years	45	86	67	66	77	29	87	82	61	92	93	76	96	80	72	83	62
5 weeks or more	16	59	35	22	56	21	58	-	39	51	61	34	87	31	30	38	8
15 years	3	-	-	-	-	(10)	(10)	-	-	1	1	1	1	-	-	10	3
20 years	6	16	33	-	-	1	22	-	10	27	45	11	80	31	15	23	6
25 years	12	48	35	22	56	19	58	-	35	48	60	34	84	31	30	35	6
30 years	16	59	35	22	56	21	58	-	39	50	61	34	87	31	30	38	6
6 weeks or more	4	2	2	-	-	3	18	-	8	6	8	7	1	-	8	13	-
20 years	1	-	-	-	-	(10)	(10)	-	-	1	1	1	1	-	-	-	-
25 years	1	-	-	-	-	(10)	(10)	-	-	2	1	7	1	-	1	7	-
30 years	4	2	2	-	-	3	17	-	8	6	8	7	1	-	8	13	-
Office workers																	
Percent of workers																	
In establishments not providing paid vacations	-	-	1	-	-	-	-	-	-	-	-	-	(10)	-	-	-	-
In establishments providing paid vacations	100	100	99	100	100	100	100	100	100	100	100	100	99	100	100	100	100
Length-of-time payment	96	100	99	100	100	97	100	100	99	95	100	100	99	95	100	100	100
Percentage payment	3	-	1	-	-	3	-	-	1	2	-	-	-	5	-	-	-
Other payment	1	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																	
2 weeks or more	99	99	99	98	93	98	100	98	99	100	100	99	99	100	100	100	100
1 year	65	77	73	70	76	84	83	98	74	92	86	62	92	52	85	87	93
3 years	80	99	87	98	82	90	96	98	95	99	98	93	97	100	100	100	100
5 years	98	99	87	98	86	97	98	98	99	99	99	99	99	100	100	100	100
3 weeks or more	79	99	72	96	80	84	96	95	87	99	99	97	99	91	99	99	98
5 years	31	13	49	4	11	5	36	7	37	24	44	10	75	50	40	62	23
10 years	77	94	62	96	80	56	89	94	76	96	91	86	88	91	96	98	96
15 years	79	99	72	96	80	84	96	95	87	99	99	97	99	91	99	99	98
20 years	79	99	72	96	80	84	96	95	87	99	99	97	99	91	99	99	98
4 weeks or more	57	90	63	87	76	56	88	86	76	92	96	76	96	53	86	82	83
10 years	8	2	45	-	-	4	22	-	25	12	7	6	9	31	23	45	8
15 years	19	35	48	57	42	18	68	-	40	48	66	14	86	32	45	72	18
20 years	56	87	63	87	76	52	88	86	69	86	93	75	90	53	85	82	83
25 years	57	90	63	87	76	56	88	86	76	92	96	76	96	53	86	82	83
5 weeks or more	27	67	53	34	35	39	57	-	50	49	60	25	72	30	46	10	10
15 years	4	-	-	-	-	(10)	(10)	-	-	(10)	-	1	(10)	-	-	1	2
20 years	10	8	48	-	-	2	30	-	30	21	38	5	64	30	23	5	6
25 years	18	59	53	34	35	37	57	-	50	46	58	25	72	30	46	10	6
30 years	27	67	53	34	35	39	57	-	50	48	60	25	72	30	46	10	9
6 weeks or more	6	1	2	-	-	1	15	-	5	4	12	5	(10)	-	17	6	-
20 years	2	-	-	-	-	(10)	(10)	-	-	(10)	-	-	(10)	-	-	-	-
25 years	6	-	-	-	-	(10)	11	-	3	1	1	4	(10)	-	(10)	-	-
30 years	6	1	2	-	-	1	14	-	5	4	12	5	(10)	-	17	6	-

See footnotes at end of B-series tables.

Table B-23. Paid vacation provisions¹³ for full-time workers, July through December 1974—public utilities

(All full-time workers=100 percent)

Item	Northeast		South						North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Okla-homa City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																
Percent of workers																
In establishments not providing paid vacations	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-
In establishments providing paid vacations	100	100	100	100	100	100	100	100	100	97	100	100	100	100	100	100
Length-of-time payment	100	100	97	100	86	100	100	100	98	97	100	100	100	80	94	93
Percentage payment	-	-	3	-	14	-	-	-	-	-	-	-	-	20	6	7
Other payment	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	100	100	90	100	100	100	100	100	100	97	100	100	100	100	100	100
1 year	38	66	46	86	45	26	95	64	40	38	28	64	65	65	56	76
3 years	100	100	90	100	86	100	97	100	98	97	97	100	100	100	100	100
5 years	100	100	90	100	100	100	100	100	100	97	100	100	100	100	100	100
3 weeks or more	100	100	85	81	100	100	92	98	100	95	100	100	99	100	100	100
5 years	11	16	16	-	15	3	4	8	11	4	7	-	-	26	17	31
10 years	91	100	85	81	84	98	92	95	100	95	97	98	99	96	100	99
15 years	100	100	85	81	100	100	92	98	100	95	100	100	99	100	100	100
20 years	100	100	85	81	100	100	92	98	100	95	100	100	99	100	100	100
25 years	100	100	85	81	100	100	92	98	100	93	95	98	99	96	100	81
4 weeks or more	88	96	84	81	84	100	92	88	100	93	95	98	99	96	100	81
10 years	-	-	16	-	12	-	-	-	(10)	-	-	-	-	1	12	2
15 years	22	26	17	-	27	21	4	30	29	27	20	36	10	45	23	8
20 years	79	96	58	81	84	100	92	88	100	93	95	98	99	96	100	81
25 years	88	96	84	81	84	100	92	88	100	93	95	98	99	96	100	81
5 weeks or more	64	91	55	81	53	81	87	65	98	79	84	98	76	74	93	71
15 years	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
20 years	15	16	16	-	15	21	26	27	16	12	-	-	10	38	16	5
25 years	64	85	55	56	53	51	66	65	92	79	84	98	74	74	81	47
30 years	64	91	55	81	53	81	87	65	98	79	84	98	76	74	93	71
6 weeks or more	-	10	-	-	-	3	-	-	10	4	2	-	2	19	3	3
20 years	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
25 years	-	10	-	-	-	3	-	-	10	4	2	-	-	19	3	2
30 years	-	10	-	-	-	3	-	-	10	4	2	-	-	19	3	2
Office workers																
Percent of workers																
In establishments providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Amount of vacation pay ¹⁴ and service period:																
2 weeks or more	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1 year	51	88	64	100	84	37	97	78	43	51	45	68	37	81	79	91
3 years	100	100	100	100	100	100	99	100	100	100	100	99	100	100	100	100
5 years	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
3 weeks or more	95	100	88	88	100	100	96	95	98	96	99	100	94	100	100	100
5 years	19	11	6	-	13	3	6	3	6	7	14	-	-	10	4	12
10 years	95	100	88	88	71	97	96	95	97	94	97	98	94	99	100	99
15 years	95	100	88	88	100	100	96	95	97	96	99	100	94	100	100	100
20 years	95	100	88	88	100	100	96	95	98	96	99	100	94	100	100	100
25 years	95	100	88	88	100	100	96	95	98	96	99	100	94	100	100	100
4 weeks or more	80	95	88	88	71	100	96	90	96	93	98	98	94	99	98	96
10 years	-	-	6	-	7	-	-	-	1	-	(10)	-	-	1	1	(10)
15 years	12	10	13	-	37	8	6	29	6	12	18	31	6	15	3	7
20 years	80	95	43	88	71	100	96	90	96	93	98	98	94	99	98	96
25 years	80	95	88	88	71	100	96	90	96	93	98	98	94	99	98	96
5 weeks or more	53	91	40	88	31	58	91	62	85	85	96	98	76	65	98	89
15 years	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
20 years	1	7	6	-	15	8	26	6	10	4	-	-	6	10	3	3
25 years	53	90	40	55	31	48	34	62	72	85	96	98	72	64	89	56
30 years	53	91	40	88	31	58	91	62	85	85	96	98	76	65	98	89
6 weeks or more	-	1	-	-	-	3	-	-	4	7	(10)	-	4	9	(10)	3
20 years	-	-	-	-	-	-	-	-	(10)	-	-	-	-	-	-	-
25 years	-	1	-	-	-	3	-	-	4	7	(10)	-	-	9	(10)	3
30 years	-	1	-	-	-	3	-	-	4	7	(10)	-	-	9	(10)	3

See footnotes at end of B-series tables.

Table B-24. Health, insurance, and pension plans¹⁵ for full-time workers, July through December 1974—all industries

(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
<u>Percent of workers</u>																	
In establishments providing at least 1 of the benefits shown below	99	99	94	92	93	98	98	95	88	99	98	96	99	99	97	96	97
Life insurance	92	97	88	89	85	94	94	92	81	98	96	91	97	99	93	88	93
Noncontributory plans	86	70	58	61	69	61	82	44	50	87	78	65	92	80	71	76	75
Accidental death and dismemberment insurance	52	66	61	67	38	71	74	79	68	79	81	69	93	76	78	71	83
Noncontributory plans	49	47	37	50	30	46	66	38	39	71	66	54	89	54	64	61	70
Sickness and accident insurance or sick leave or both ¹⁶	82	66	68	64	62	70	86	83	71	93	93	78	96	83	84	65	65
Sickness and accident insurance	77	60	28	22	42	58	73	50	36	86	87	63	87	45	52	18	13
Noncontributory plans	73	41	21	16	32	38	63	19	19	80	73	43	83	34	44	16	7
Sick leave (full pay and no waiting period)	13	19	27	44	41	12	24	67	39	11	5	15	4	26	29	38	45
Sick leave (partial pay or waiting period)	11	2	20	10	14	8	15	13	16	6	4	21	12	29	25	21	15
Long-term disability insurance	14	25	28	9	(10)	15	27	7	29	29	34	29	65	16	19	28	15
Noncontributory plans	9	18	14	1	(10)	12	21	6	14	26	32	20	65	16	13	17	10
Hospitalization insurance	95	93	88	92	86	96	96	90	85	96	96	90	98	99	92	94	97
Noncontributory plans	85	68	50	58	61	64	78	46	49	86	77	54	94	67	68	79	76
Surgical insurance	94	93	88	92	86	96	96	90	86	95	96	90	98	99	93	94	97
Noncontributory plans	84	69	50	58	61	64	78	46	49	84	77	54	94	67	68	79	76
Medical insurance	82	91	88	91	82	89	93	90	84	90	90	90	93	99	93	94	94
Noncontributory plans	72	67	46	58	60	61	75	46	48	82	72	53	89	67	68	79	76
Major medical insurance	68	79	85	88	80	90	76	84	85	59	52	85	26	98	80	93	90
Noncontributory plans	63	48	44	55	56	59	58	39	49	50	35	51	23	67	57	76	69
Dental insurance	8	7	3	9	28	4	17	26	10	10	36	20	56	19	31	56	47
Noncontributory plans	8	5	2	8	27	3	16	15	8	10	36	15	55	19	26	53	39
Retirement pension	73	87	62	63	79	64	79	73	63	88	88	69	88	76	77	77	78
Noncontributory plans	62	73	45	48	75	58	63	54	48	83	81	58	88	75	63	72	70
Office workers																	
<u>Percent of workers</u>																	
In establishments providing at least 1 of the benefits shown below	98	99	99	99	97	99	99	99	99	99	99	99	99	100	99	99	99
Life insurance	93	99	93	96	94	98	95	97	94	94	98	97	99	98	95	95	94
Noncontributory plans	69	66	60	70	83	68	76	39	61	71	73	66	95	77	61	77	74
Accidental death and dismemberment insurance	69	64	71	76	63	59	70	90	77	76	88	65	87	62	80	84	85
Noncontributory plans	52	40	41	56	59	48	53	36	47	58	60	42	84	37	54	69	68
Sickness and accident insurance or sick leave or both ¹⁶	84	88	80	64	89	91	81	92	77	88	89	94	98	67	93	93	94
Sickness and accident insurance	54	65	26	15	36	32	44	58	33	50	63	37	51	18	34	31	19
Noncontributory plans	45	27	4	10	31	23	40	35	12	39	48	24	48	6	24	24	3
Sick leave (full pay and no waiting period)	49	69	59	49	62	66	61	83	51	64	59	71	74	37	67	83	85
Sick leave (partial pay or waiting period)	7	1	18	7	14	17	13	8	10	7	7	11	15	16	14	5	8
Long-term disability insurance	24	42	36	18	43	22	49	24	46	50	36	41	50	27	52	58	43
Noncontributory plans	20	21	18	9	43	17	38	12	22	34	31	30	46	20	32	49	34
Hospitalization insurance	96	95	96	99	97	99	98	96	97	96	98	98	99	98	99	96	99
Noncontributory plans	80	50	49	72	42	68	57	54	44	65	66	44	92	46	59	60	67
Surgical insurance	96	95	96	99	97	99	98	96	98	96	98	98	99	98	99	96	97
Noncontributory plans	80	50	49	72	42	68	57	54	44	66	66	44	92	46	59	60	67
Medical insurance	88	95	96	97	90	87	96	96	97	94	94	98	98	98	98	96	99
Noncontributory plans	73	50	47	72	41	59	56	54	43	65	63	44	91	46	59	60	67
Major medical insurance	81	95	94	95	94	96	92	94	97	87	91	96	88	97	93	96	99
Noncontributory plans	67	53	45	69	39	65	59	47	44	56	49	43	49	45	55	59	66
Dental insurance	10	7	12	14	29	14	11	32	3	6	23	9	43	3	19	45	43
Noncontributory plans	10	3	4	14	5	12	10	23	3	5	21	6	38	2	16	25	34
Retirement pension	78	90	65	75	83	85	77	85	86	88	92	78	91	70	82	87	73
Noncontributory plans	63	73	46	60	75	71	63	70	64	80	80	63	88	67	70	77	61

See footnotes at end of B-series tables.

Table B-25. Health, insurance, and pension plans¹⁵ for full-time workers, July through December 1974—manufacturing

(All full-time workers=100 percent)

Item	Northeast		South							North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Gainesville	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																	
Percent of workers																	
In establishments providing at least 1 of the benefits shown below	100	99	100	100	100	100	100	100	94	99	100	100	100	100	100	100	100
Life insurance	97	99	100	100	100	97	98	100	90	99	100	99	100	100	99	98	100
Noncontributory plans	94	73	71	81	90	63	95	6	69	94	82	70	97	91	82	93	91
Accidental death and dismemberment insurance	51	63	65	85	26	71	81	100	78	82	83	67	99	64	80	85	91
Noncontributory plans	50	49	59	66	17	45	77	6	57	77	70	53	97	58	69	82	83
Sickness and accident insurance or sick leave or both ¹⁶	84	68	73	70	69	69	94	100	84	96	97	90	100	100	91	84	74
Sickness and accident insurance	84	64	43	21	65	62	90	92	46	95	97	75	99	56	65	18	21
Noncontributory plans	82	43	39	21	59	39	81	1	35	90	82	53	95	50	60	18	12
Sick leave (full pay and no waiting period)	8	15	19	62	67	9	23	93	47	5	1	13	-	29	26	28	64
Sick leave (partial pay or waiting period)	6	-	15	-	-	6	9	-	25	2	-	30	9	28	17	43	2
Long-term disability insurance	15	37	32	18	-	14	29	-	39	39	45	47	79	20	14	41	6
Noncontributory plans	9	25	15	-	-	11	26	-	24	35	42	35	79	20	10	16	6
Hospitalization insurance	99	97	100	100	99	98	100	100	92	99	100	100	100	100	96	100	100
Noncontributory plans	89	73	58	81	85	66	90	6	69	95	86	70	99	73	82	99	90
Surgical insurance	97	97	100	100	99	98	100	100	92	99	100	100	100	100	96	100	100
Noncontributory plans	88	75	58	81	85	66	90	6	69	94	86	70	99	73	82	99	90
Medical insurance	83	97	100	100	97	90	98	100	92	98	97	100	94	100	96	100	100
Noncontributory plans	73	75	51	81	83	62	86	6	69	93	83	69	93	73	82	99	90
Major medical insurance	70	81	95	100	93	90	78	100	92	56	50	95	19	100	73	100	82
Noncontributory plans	65	47	47	81	79	59	65	6	70	52	35	66	17	73	61	93	72
Dental insurance	7	2	2	18	57	(10)	21	21	1	5	47	21	64	29	34	84	47
Noncontributory plans	7	(10)	2	18	56	(10)	21	5	1	5	46	17	64	29	25	77	45
Retirement pension	80	97	71	91	94	66	93	86	78	92	96	87	93	90	84	94	78
Noncontributory plans	68	82	59	73	93	61	75	85	71	88	91	69	93	90	66	93	71
Office workers																	
Percent of workers																	
In establishments providing at least 1 of the benefits shown below	96	100	100	100	100	100	100	100	99	99	100	100	100	100	99	100	99
Life insurance	93	99	100	100	100	98	97	100	97	92	99	92	99	100	98	91	99
Noncontributory plans	78	60	65	90	89	69	90	7	59	79	78	46	97	68	81	85	89
Accidental death and dismemberment insurance	65	61	82	93	31	71	83	100	80	73	97	76	99	51	78	75	92
Noncontributory plans	59	49	60	83	22	57	73	7	43	63	72	41	97	39	72	70	85
Sickness and accident insurance or sick leave or both ¹⁶	86	86	70	93	80	93	84	100	94	93	96	93	99	83	88	98	95
Sickness and accident insurance	74	79	13	27	73	44	74	87	61	64	92	56	88	24	53	12	14
Noncontributory plans	63	31	4	27	54	28	68	1	28	59	75	39	85	9	49	10	7
Sick leave (full pay and no waiting period)	41	71	58	93	62	59	68	98	61	73	63	53	88	54	73	83	93
Sick leave (partial pay or waiting period)	3	-	12	-	-	23	2	-	16	1	(10)	22	1	9	1	7	1
Long-term disability insurance	27	53	53	34	-	20	43	-	52	59	42	60	71	34	23	22	9
Noncontributory plans	22	26	13	4	-	14	36	-	27	35	35	34	70	31	19	6	8
Hospitalization insurance	94	99	100	100	98	100	100	100	99	99	100	93	100	100	98	91	99
Noncontributory plans	77	64	49	95	54	73	88	7	56	78	80	59	98	62	86	88	93
Surgical insurance	94	99	100	100	98	100	100	100	99	99	100	93	100	100	98	91	99
Noncontributory plans	76	64	49	95	54	73	88	7	56	77	80	59	98	62	86	88	93
Medical insurance	79	99	100	100	97	93	97	100	97	98	99	93	98	100	98	91	99
Noncontributory plans	62	64	41	95	53	67	81	7	56	77	79	58	96	62	86	88	93
Major medical insurance	77	92	91	100	96	94	88	100	97	86	94	91	99	100	94	91	99
Noncontributory plans	62	53	32	95	52	67	72	7	57	58	53	58	38	62	73	83	92
Dental insurance	14	3	11	30	37	5	19	22	1	8	39	11	62	5	40	64	63
Noncontributory plans	14	(10)	11	30	35	3	19	5	1	8	36	8	62	5	31	58	61
Retirement pension	73	91	70	96	93	85	89	94	83	93	91	94	90	82	91	95	66
Noncontributory plans	58	67	49	62	93	73	69	94	71	84	79	55	87	79	78	93	61

See footnotes at end of B-series tables.

Table B-26. Health, insurance, and pension plans¹⁵ for full-time workers, July through December 1974—public utilities

(All full-time workers=100 percent)

Item	Northeast		South						North Central				West			
	Northeast Penn-sylvania	Syracuse	Corpus Christi	Daytona Beach	Greensboro-Winston-Salem-High Point	Louisville	Melbourne-Titusville-Cocoa	Oklahoma City	Cleveland	Dayton	Omaha	Saginaw	Billings	Denver-Boulder	Sacramento	San Diego
Plant workers																
<u>Percent of workers</u>																
In establishments providing at least 1 of the benefits shown below	100	100	97	100	100	100	100	98	100	100	100	100	99	100	100	100
Life insurance	100	100	97	100	100	100	100	98	100	100	100	100	99	100	100	100
Noncontributory plans	65	74	96	75	83	74	79	87	98	64	95	98	99	77	83	90
Accidental death and dismemberment insurance	88	91	83	95	92	95	97	93	74	100	95	64	99	88	86	99
Noncontributory plans	72	39	44	70	75	70	76	87	71	64	90	62	76	76	81	89
Sickness and accident insurance or sick leave or both ¹⁶	94	73	97	100	100	75	98	93	84	95	92	98	54	94	65	81
Sickness and accident insurance	60	67	10	14	59	29	7	35	35	35	69	(10)	10	54	38	3
Noncontributory plans	44	41	10	14	55	26	7	26	29	31	64	(10)	10	46	38	2
Sick leave (full pay and no waiting period)	30	36	53	44	11	7	28	58	30	10	26	36	2	38	65	39
Sick leave (partial pay or waiting period)	42	5	38	56	33	49	69	5	35	66	7	62	41	27	-	42
Long-term disability insurance	14	-	79	-	38	40	-	42	18	22	5	(10)	44	39	58	29
Noncontributory plans	14	-	54	-	38	18	-	36	17	22	5	(10)	41	37	53	29
Hospitalization insurance	100	100	97	100	100	100	100	98	100	100	100	100	99	100	100	100
Noncontributory plans	100	74	69	75	100	94	79	86	94	94	48	98	76	83	59	87
Surgical insurance	100	100	97	100	100	100	100	98	100	100	100	100	99	100	100	100
Noncontributory plans	100	74	69	75	100	94	79	86	94	94	48	98	76	83	59	87
Medical insurance	100	100	97	100	100	100	100	98	88	100	100	100	99	100	100	100
Noncontributory plans	100	74	69	75	100	94	79	86	82	94	48	98	76	83	59	87
Major medical insurance	100	95	97	100	100	100	100	97	90	96	98	100	96	100	100	100
Noncontributory plans	100	69	69	75	100	94	79	86	82	90	46	98	74	79	59	87
Dental insurance	20	26	8	14	31	17	-	31	27	21	19	36	10	48	35	44
Noncontributory plans	20	26	8	14	31	17	-	31	27	21	19	36	10	48	35	44
Retirement pension	94	70	84	81	94	75	92	84	84	95	48	98	76	94	70	93
Noncontributory plans	84	65	59	81	86	52	92	69	80	91	47	98	74	88	68	84
Office workers																
<u>Percent of workers</u>																
In establishments providing at least 1 of the benefits shown below	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Life insurance	100	100	100	100	100	100	100	100	100	99	98	100	94	97	100	100
Noncontributory plans	64	58	93	67	85	90	43	79	93	51	96	99	94	68	89	97
Accidental death and dismemberment insurance	74	99	92	91	99	94	99	97	91	98	96	69	94	95	91	99
Noncontributory plans	63	25	58	58	83	85	42	79	84	48	95	68	76	71	89	97
Sickness and accident insurance or sick leave or both ¹⁶	94	95	100	100	93	97	100	84	94	93	97	100	82	99	98	100
Sickness and accident insurance	47	83	10	3	63	12	6	17	26	20	4	1	10	22	71	3
Noncontributory plans	36	41	10	3	57	12	6	11	13	11	3	1	10	22	71	3
Sick leave (full pay and no waiting period)	75	53	70	45	65	46	66	69	37	17	94	32	57	55	98	47
Sick leave (partial pay or waiting period)	18	1	27	55	24	43	34	2	46	74	1	67	13	44	-	53
Long-term disability insurance	21	2	78	-	30	14	-	36	38	33	17	1	17	69	85	37
Noncontributory plans	21	2	33	-	30	5	-	34	32	30	17	1	17	68	83	37
Hospitalization insurance	100	100	100	100	100	100	100	100	95	100	100	100	94	100	100	100
Noncontributory plans	100	58	47	67	100	97	43	79	83	90	53	99	76	66	77	94
Surgical insurance	100	100	100	100	100	100	100	100	95	100	100	100	94	100	100	100
Noncontributory plans	100	58	47	67	100	97	43	79	83	90	53	99	76	66	77	94
Medical insurance	100	100	100	100	100	100	100	100	95	100	100	100	94	100	100	100
Noncontributory plans	100	58	47	67	100	97	43	79	83	90	53	99	76	66	77	94
Major medical insurance	100	100	100	100	100	100	100	86	99	99	100	100	90	100	100	100
Noncontributory plans	100	58	47	67	100	97	43	79	86	99	100	100	90	100	100	100
Dental insurance	12	8	9	3	17	6	-	18	7	8	5	31	6	17	15	40
Noncontributory plans	12	8	9	3	17	6	-	18	7	8	5	31	6	17	15	40
Retirement pension	92	81	82	88	88	54	91	91	81	93	49	99	41	87	86	98
Noncontributory plans	76	80	36	88	80	45	91	72	72	86	47	99	41	87	86	93

See footnotes at end of B-series tables.

Footnotes

- ¹ Earnings relate to regular average (mean) straight-time salaries that are paid for standard workweeks.
- ² Exceptions to the standard industry limitations are shown in footnote 4 to table 1 of appendix A.
- ³ Regular average (mean) straight-time earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts.
- ⁴ Percent changes reflect 12-month periods ending at various times from January to December 1975.
- ⁵ A comparable survey was not conducted in this area in the previous year.
- ⁶ Percent changes reflect 12-month periods ending at various times from July to December 1974.
- ⁷ Less than 0.05 percent.
- ⁸ Pay at regular rate for hours exceeding those worked, a paid lunch period not given first-shift workers, a flat sum per shift, and other provisions. Most "other" workers, however, were in establishments which provided one such provision in combination with a cents or percentage differential for hours actually worked.
- ⁹ Hours which a majority of the full-time workers were expected to work, whether paid at straight-time or overtime rates.
- ¹⁰ Less than 0.5 percent.
- ¹¹ These days are provided as part of a Christmas-New Year holiday period typically beginning with Christmas Eve and ending New Year's Day. Such a holiday period is common in the automobile, aerospace, and farm implement industries.
- ¹² "Floating" holidays vary from year to year according to employer or employee choice.
- ¹³ Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers with qualifying lengths of service. Such provisions are typical in the steel, aluminum, and can industries.
- ¹⁴ Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, changes in proportions at 10 years' service include changes in provisions between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for 3 weeks' pay or more after 10 years includes those eligible for 3 weeks' pay or more after fewer years of service.
- ¹⁵ Estimates listed after type of benefit include only plans for which the employer pays at least some part of the cost. "Noncontributory plans" include only those plans for which the employer pays all of the cost. Excluded are legally required plans such as workers' disability compensation, social security, and railroad retirement.
- ¹⁶ Unduplicated totals of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans establish the minimum number of days' pay that each employee can expect and exclude informal sick leave allowances determined on an individual basis.

NOTE: In the A-series tables, dashes indicate no data reported or data that do not meet publication criteria; in the B-series tables, dashes indicate no data reported.

Appendix A. Scope and Method of Survey

The Area Wage Survey program is conducted on a rotating 3-year cycle. Each year wage and related benefits data are obtained by personal visit of Bureau field representatives to approximately one-third of the areas in the program. For the remaining areas, only information on employment and occupational earnings is collected from establishments participating in the previous survey by a combination of mail questionnaire, telephone interview, and personal visit. Thus in any 3-year period, each area would be surveyed once for wage and related benefits data and twice for wage data only.

All of the areas surveyed relate to Standard Metropolitan Statistical Areas (SMSA's). Data are obtained from representative establishments within six broad industry divisions: (1) Manufacturing; (2) transportation, communication, and other public utilities (designated "public utilities" in the A- and B-series tables); (3) wholesale trade; (4) retail trade; (5) finance, insurance, and real estate; and (6) selected services. Excluded from the scope of the studies are the construction and extractive industries and government institutions, the latter exclusion having a significant effect on the public utilities division. Municipally operated utilities are excluded; privately operated utilities are included.¹

Within each of the six major groupings the scope of the studies is limited to establishments employing 50 workers or more. In the 13 largest areas, the minimum establishment size for inclusion in the survey is 100 employees in manufacturing, public utilities, and retail trade. These areas are Boston, Chicago, Cleveland, Dallas-Fort Worth, Detroit, Los Angeles-Long Beach, Newark, New York, Philadelphia, Pittsburgh, St. Louis, San Francisco, and Washington. Smaller establishments are omitted because employment in the occupations studied usually is not sufficient to warrant inclusion.

In 1975, about 14,200 establishments employing 9.6 million workers were included in the Bureau's sample selected to represent 68,500 establishments, employing about 17.7 million workers within the scope of the studies in the 80 areas.

Sampling methods

The sampling plan can be described as a two-stage design consisting of an area sample and an establishment sample. The area sample is designed to permit presentation of data for all SMSA's of the United States; the establishment sample is designed to present data for individual areas. As indicated earlier, this bulletin is concerned primarily with data for individual areas. Data for all metropolitan areas combined will be published in a forthcoming summary bulletin (Bulletin 1850-89).

The area sample of 70² areas is based on the selection of one from a stratum of similar areas. The criteria of stratification are size of area, region, and type of industrial activity. Thirty-three of the areas represent themselves in the sample, either because of population size or the unusual nature of their industrial composition. Each of the 37 other areas represents itself and one or more similar areas. For estimates of all areas combined, data from each area are weighted by the ratio of the total nonagricultural employment in the stratum to that in the sample area.

The establishment sample is selected from a universe of all firms within the scope of each survey, stratified by industry and number of employees. From this stratified universe a probability sample is selected; each establishment has a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if 1 of 4 establishments is selected, it is given a weight of four to represent itself plus three others. If data are not available for the original sample member, an alternate of the same original probability is chosen in the same industry-size classification. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

¹ See footnote 4, table 1 of appendix A, for areas in which public utilities are municipally operated and have been excluded.

² Ten studies conducted under contract are not included in the sample. These areas are Akron, Ohio; Austin, Tex.; Binghamton, N.Y.-Pa.; Birmingham, Ala.; Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.; Lexington-Fayette, Ky.; Melbourne-Titusville-Cocoa, Fla.; Raleigh-Durham, N.C.; Syracuse, N.Y.; and Utica-Rome, N.Y.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance and powerplant; and (4) custodial and material movement. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Classification is limited to full-time workers; i.e., those hired to work a regular weekly schedule. The overall classifications of secretaries, electronics technicians, and truckdrivers include workers who could not be classified by level, or who were included in levels that did not meet publication criteria.

Average weekly or hourly earnings for men and women combined in selected occupations are presented in tables A-1 through A-11 and tables A-13 through A-23. Earnings exclude premium pay for overtime and work on weekends, holidays, and late shifts. Nonproduction bonuses such as Christmas or yearend bonuses are excluded; cost-of-living allowances and incentive earnings are included. Average weekly earnings are rounded to the nearest half dollar.

Average earnings reflect composite, areawide estimates. Since industries and establishments differ in pay level and occupational staffing, thereby contributing differently to the estimates for each occupation, pay averages may fail to reflect accurately the wage differential among occupations in individual establishments.

These surveys measure the level of occupational earnings in an area at a particular time—comparisons of individual occupational averages over time may not reflect expected wage changes since the averages for individual jobs are also affected by changes in employment patterns. For example, proportions of workers employed by high- or low-wage firms may change, or high-wage workers may advance to better jobs and be replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in tables A-12 and A-24, are better indicators of wage trends than are earnings changes for individual occupations within the groups.

Trends of occupational earnings

Tables A-12 and A-24 measure wage increases for five occupational groups: Office clerical workers, electronic data processing, industrial nurses, skilled maintenance workers, and unskilled plant workers. The percent increases in average earnings reflect a 12-month period, even though the time span between surveys may have been other than 12 months.

The percent increases presented in tables A-12 and A-24 are not comparable to those published in previous summary bulletins in these series. They are based on changes in average hourly earnings for establishments reporting the same occupations in both the current and previous year (matched establishments). They are not affected by changes in average earnings resulting from employment shifts among establishments or turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Hirings, layoffs, and turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees enter at the bottom of the range, depressing the average without a change in wage rates.

These wage trends are not linked to the wage indexes previously published because the indexes measured changes in area averages, whereas these wage trends measure changes in matched establishment averages. Other differences between these wage trend data and the discontinued indexes include: (1) Earnings data of office clerical workers and industrial nurses are now converted to an hourly basis, (2) trend estimates, where possible, are provided for nonmanufacturing establishments, and (3) trend estimates are provided for electronic data processing jobs.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," Monthly Labor Review, January 1973, pp. 52-57.

Occupations used to compute wage trends are:

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Switchboard operators
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, classes A, B, and C

Electronic data processing (men and women)—Continued

Computer systems analysts, classes A, B, and C

Industrial nurses (men and women):

Nurses, industrial (registered)

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Percent changes for individual areas in the program are computed as follows:

1. Each occupation is assigned a weight based on its proportionate employment in the selected group of occupations in the base year.
2. These weights are used to compute group averages. Each occupation's average (mean) earnings is multiplied by its weight. The products are then totaled to obtain a group average.
3. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent and less 100—is the percent change.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working foremen and all nonsupervisory workers (including leaders and trainees) engaged in nonoffice functions. Cafeteria and salesroute workers are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups, which may take into account not only differences in work schedules but differences in pay and benefits as well.

Shift differentials. Shift differential data (tables B-1 and B-14) are limited to full-time plant workers in manufacturing industries. This information is presented in terms of (1) establishment policy³ for total plant worker employment, and (2) effective practice for workers employed on the specified shift at the time of the survey. In establishments having varied differentials, the amount applying to a majority is used. In establishments having some late-shift hours paid at normal rates, a differential is recorded only if it applies to a majority of the shift hours. A second (evening) shift ends work at or near midnight. A third (night) shift starts work at or near midnight.

Scheduled weekly hours and days. The scheduled weekly hours and days (tables B-2 through B-4 and B-15 through B-17) of a majority of the first-shift workers in an establishment are tabulated as applying to all of the plant workers or office workers of that establishment. Scheduled weekly hours are those which a majority of full-time employees are expected to work, whether they are paid for at straight-time or overtime rates.

Paid holidays; paid vacations; health, insurance, and pension plans. These plans are treated statistically on the basis that they apply to all plant workers or office workers if a majority of such workers are eligible or may eventually qualify for the practices listed.

³ An establishment was considered as having a policy if it met either of the following conditions: (1) Operated late shifts at the time of the survey, or (2) had formal provisions covering late shifts. An establishment was considered as having formal provisions if it (1) had operated late shifts during the 12 months before the survey, or (2) had provisions in written form to operate late shifts

Paid holidays. Data on paid holidays (tables B-5 through B-7 and B-18 through B-20) are limited to holidays granted annually on a formal basis; i.e., (1) are provided for in written form, or (2) have been established by custom. Holidays ordinarily granted are included even though they may fall on a nonworkday and the workers are not granted another day off. Tables B-5a, B-6a, B-7a, B-18a, B-19a, and B-20a report the incidence of the most common paid holidays.

Paid vacations. The summary of vacation plans (tables B-8 through B-10 and B-21 through B-23) measures vacation provisions rather than the proportion of workers actually receiving specific benefits. Provisions apply to all plant workers or office workers of an establishment, regardless of length of service. Payments on other than a time basis are converted to a time period; for example, 2 percent of annual earnings was considered as the equivalent of 1 week's pay. Only basic plans are included. Estimates excluded vacation bonus, vacation-saving plans, and "extended" or "sabbatical" benefits beyond basic plans. Such provisions are typical in the steel, aluminum, and can industries.

Health, insurance, and pension plans. Only plans for which the employer pays at least part of the cost are included in this study (tables B-11 through B-13 and B-24 through B-26). Such plans include those (1) underwritten by a commercial insurance company or nonprofit organization, (2) provided through a union fund, or (3) paid directly by the employer from current operating funds or from a fund set aside for this purpose. An establishment is considered to have a plan if the majority of employees are covered under the plan, even if less than a majority elected to participate because employees are required to contribute toward the cost of the plan. Excluded are legally required plans, such as workers' disability compensation, social security, and railroad retirement.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured during temporary illness or accident disability. Information is presented for all such plans to which the employer contributes. However, in New York and New Jersey, which have enacted temporary disability insurance laws requiring employer contributions,⁴ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employee with benefits which exceed the requirements of the law. Tabulations of paid sick leave plans are limited to formal plans⁵ which provide full pay or a proportion of the worker's pay during absence from work because of illness. Separate tabulations are presented according to (1) plans which provide full pay and no waiting period, and (2) plans which provide either partial pay or a waiting period. In addition to the presentation of proportions of workers provided sickness and accident insurance or paid sick leave, an unduplicated total is shown of workers who receive either or both types of benefits.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workers' disability compensation, and private pension benefits payable to the disabled employee.

Hospitalization, surgical, and medical insurance plans reported in these surveys provide full or partial payment for basic services rendered. Hospitalization insurance covers hospital room and board and, in many instances, other hospital expenses. Surgical insurance covers surgeons' fees. Medical insurance covers doctors' fees for home, office, or hospital calls. Plans restricted to post-operative medical care or a doctor's care for minor ailments at a worker's place of employment are not considered to be medical insurance.

Major medical insurance coverage applies to services which go beyond the basic service covered under hospitalization, surgical, and medical insurance. Major medical insurance typically (1) requires that a "deductible" (e.g., \$50) be met before benefits begin, (2) has a coinsurance feature that requires the insured to pay a portion (e.g., 20 percent) of certain expenses, and (3) has a specific dollar maximum of benefits (e.g., \$10,000 a year).

Dental insurance plans provide normal dental service benefits, usually for fillings, extraction, and X-rays. Plans which provide benefits for only oral surgery or repairing accident damage are not reported.

Retirement pension plans provide for regular payments to the retiree for life. Included are deferred profit-sharing plans which provide the option of purchasing a lifetime annuity.

Labor-management agreement coverage. Estimates pertain to the extent of labor-management agreement coverage, not to union membership. All plant or office workers in an establishment are considered to be covered if a majority of the plant or office workers are covered.

⁴ Temporary disability insurance laws in New York and New Jersey require employer contributions, but similar laws in California and Hawaii do not.

⁵ An establishment is considered as having a formal plan if it established at least the minimum number of days of sick leave available each employee. Such a plan need not be written, but informal sick leave allowances, determined on an individual basis, are excluded.

Appendix table 1. Number of workers within scope of surveys in 80 metropolitan areas,
July 1974 through December 1975

Metropolitan area ¹	Payroll period	Minimum establishment size	Number of workers in establishments within scope of studies ² (in thousands)																									
			All industries						Nonmanufacturing																			
			Manufacturing			Total ³									Public utilities ⁴			Wholesale trade			Retail trade			Finance ⁵		Services ⁶		
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office			
Northeast																												
Albany-Schenectady-Troy, N.Y.	Sept. 1975	50	117.3	61.8	18.1	52.8	34.0	6.1	64.5	27.8	12.0	11.9	6.9	2.1	6.2	(7)	(7)	21.1	(7)	(7)	14.0	(7)	(7)	11.4	(7)	(7)		
Albany-Schenectady-Troy, N.Y.	Sept. 1974 ⁸	50	114.9	-	-	63.1	34.0	6.1	51.8	-	-	12.1	-	-	5.9	(7)	(7)	16.1	(7)	(7)	8.9	(7)	(7)	8.9	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	July 1975 ⁸	50	47.3	-	-	35.7	-	-	11.7	-	-	2.3	-	-	.4	(7)	(7)	5.4	(7)	(7)	2.1	(7)	(7)	1.4	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	July 1974 ⁸	50	49.7	-	-	38.1	-	-	11.6	-	-	2.3	-	-	.5	(7)	(7)	5.0	(7)	(7)	2.2	(7)	(7)	1.5	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Aug. 1975 ⁸	(9)	496.3	243.4	106.9	193.3	112.3	29.4	303.1	131.1	77.5	44.7	22.7	9.0	31.6	15.9	6.9	89.3	64.9	9.6	64.9	40.5	72.5	26.3	11.5	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Aug. 1974 ⁸	(9)	476.4	-	-	192.8	-	-	283.7	-	-	48.7	-	-	32.4	-	-	80.2	-	-	64.2	-	58.2	-	-	-		
Albany-Schenectady-Troy, N.Y.-Pa.	Oct. 1975	50	221.3	134.7	30.4	124.2	91.0	13.4	97.1	43.7	17.0	19.5	10.4	3.4	8.5	(7)	(7)	40.4	19.7	2.9	12.8	(7)	15.8	(7)	(7)			
Albany-Schenectady-Troy, N.Y.-Pa.	Oct. 1974 ⁸	50	243.2	-	-	149.3	-	-	93.8	-	-	21.0	-	-	7.4	(7)	(7)	37.0	-	-	12.8	(7)	15.7	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Mar. 1975	50	153.1	60.4	41.2	72.1	41.6	10.1	81.1	18.8	31.1	6.1	2.8	1.7	6.7	(7)	(7)	18.4	(7)	(7)	42.5	(7)	7.4	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	June 1975	50	263.9	136.4	52.7	109.6	63.6	17.6	154.3	72.8	35.1	22.6	13.3	4.7	16.6	7.6	4.9	63.8	41.6	4.2	24.2	15.4	27.3	9.9	5.8	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Jan. 1975	(9)	363.1	182.6	76.4	168.6	103.4	27.4	194.5	79.3	49.0	43.8	24.9	8.1	23.3	14.3	5.1	38.2	22.3	1.9	46.5	28.8	42.6	17.5	5.1	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	May 1975	(9)	1,492.3	576.0	471.3	367.4	180.6	84.6	1,124.9	395.5	386.6	223.4	94.8	60.2	130.4	54.6	41.2	174.7	110.0	22.5	345.2	212.6	251.2	114.1	50.3	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Aug. 1975 ⁸	50	99.1	-	-	63.9	-	-	35.2	-	-	7.9	-	-	2.5	(7)	(7)	13.9	(7)	(7)	4.4	(7)	6.6	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Aug. 1974	50	112.2	82.5	11.4	74.4	62.4	4.5	37.8	20.1	6.9	7.9	4.7	1.4	3.3	(7)	(7)	15.8	(7)	(7)	4.1	(7)	6.7	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	June 1975	50	79.1	44.1	14.8	47.5	31.0	7.0	31.6	13.2	7.9	4.9	3.0	.9	4.3	(7)	(7)	12.5	(7)	(7)	4.9	(7)	5.0	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Nov. 1975 ⁸	(9)	727.0	-	-	353.8	-	-	373.2	-	-	63.4	-	-	41.6	-	-	115.8	-	-	81.2	-	71.2	-	-	-		
Albany-Schenectady-Troy, N.Y.-Pa.	Nov. 1974 ⁸	(9)	775.5	-	-	405.1	-	-	370.4	-	-	66.1	-	-	45.3	-	-	108.0	-	-	79.0	-	71.9	-	-	-		
Albany-Schenectady-Troy, N.Y.-Pa.	Jan. 1975 ⁸	(9)	402.4	-	-	218.3	-	-	184.1	-	-	45.2	-	-	15.7	-	-	59.3	-	-	26.6	-	37.3	-	-	-		
Albany-Schenectady-Troy, N.Y.-Pa.	Nov. 1975 ⁸	50	29.5	-	-	13.7	-	-	15.8	-	-	3.3	-	-	2.2	(7)	(7)	5.7	(7)	(7)	3.1	(7)	1.5	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Nov. 1974 ⁸	50	31.2	-	-	15.3	-	-	15.9	-	-	3.6	-	-	2.1	(7)	(7)	5.7	(7)	(7)	3.0	(7)	1.4	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	June 1975	50	40.4	19.4	5.3	30.0	14.7	3.6	10.4	4.7	1.7	1.3	.7	.3	1.2	(7)	(7)	5.6	(7)	(7)	1.0	(7)	1.2	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	June 1975 ⁸	50	148.8	-	-	93.2	-	-	55.5	-	-	7.3	-	-	4.9	(7)	(7)	23.6	(7)	(7)	12.6	(7)	7.2	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	July 1975 ⁸	50	93.6	-	-	47.9	-	-	45.7	-	-	9.6	-	-	5.8	(7)	(7)	14.1	(7)	(7)	9.0	(7)	7.2	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	July 1974	50	107.5	61.4	18.9	59.5	40.7	7.2	47.9	20.7	11.8	10.6	6.0	1.8	6.7	(7)	(7)	14.5	(7)	(7)	8.9	(7)	7.2	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Sept. 1975	50	51.4	27.0	9.3	31.6	18.8	5.1	19.9	8.2	4.2	3.4	1.8	.8	1.3	(7)	(7)	6.4	(7)	(7)	2.8	(7)	6.0	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Sept. 1974 ⁸	50	50.0	-	-	34.8	-	-	15.2	-	-	3.8	-	-	1.2	(7)	(7)	3.9	(7)	(7)	2.3	(7)	4.0	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	July 1975	50	39.5	25.6	5.9	28.0	20.0	2.8	11.5	5.6	3.1	3.0	2.3	.4	.3	(7)	(7)	4.0	(7)	(7)	2.9	(7)	1.3	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	May 1975	50	55.1	32.1	9.0	31.8	22.7	3.7	23.3	9.4	5.3	4.4	2.5	.8	1.8	(7)	(7)	10.7	(7)	(7)	5.4	(7)	1.1	(7)	(7)	(7)		
Albany-Schenectady-Troy, N.Y.-Pa.	Feb. 1975	50	74.1	52.0	8.6	54.7	42.1	5.2	19.4	9.9	3.4	4.2	2.5	.5	1.9	(7)	(7)	9.5	(7)	(7)	1.7	(7)	2.1	(7)	(7)	(7)		
South																												
Atlanta, Ga.	May 1975	50	334.1	180.2	74.0	92.9	64.1	12.1	241.2	116.1	61.9	58.9	30.7	11.3	34.1	14.7	9.9	71.1	49.0	10.5	37.7	23.1	39.3	20.2	7.0	(7)		
Atlanta, Ga.	Dec. 1975	50	41.3	21.5	7.7	12.2	7.4	1.3	29.1	14.1	6.4	3.4	2.1	.7	1.0	(7)	(7)	14.6	(7)	(7)	5.5	(7)	4.5	(7)	(7)	(7)		
Atlanta, Ga.	Dec. 1974 ⁸	50	38.2	-	-	11.9	-	-	26.4	-	-	2.9	-	-	1.5	(7)	(7)	12.4	(7)	(7)	5.4	(7)	4.2	(7)	(7)	(7)		
Atlanta, Ga.	Aug. 1975	50	350.4	201.2	60.4	152.2	105.0	16.4	198.2	96.2	44.0	35.5	16.4	9.5	20.3	10.4	4.8	74.6	50.7	6.2	34.7	17.9	33.2	16.3	5.6	(7)		
Atlanta, Ga.	Aug. 1974 ⁸	50	331.6	-	-	161.4	-	-	170.2	-	-	32.1	-	-	19.5	-	-	56.6	-	-	31.8	-	30.2	-	-	-		
Atlanta, Ga.	Mar. 1975 ⁸	50	134.8	-	-	62.9	-	-	71.9	-	-	17.7	-	-	10.0	(7)	(7)	22.9	(7)	(7)	11.0	(7)	10.4	(7)	(7)	(7)		
Atlanta, Ga.	Sept. 1975	50	75.5	53.1	9.5	52.1	40.9	3.2	23.4	12.2	6.2	4.1	2.2	.8	1.6	(7)	(7)	8.7	(7)	(7)	5.5	(7)	3.5	(7)	(7)	(7)		
Atlanta, Ga.	Sept. 1974 ⁸	50	80.7	-	-	57.7	-	-	23.0	-	-	4.5	-	-	1.7	(7)	(7)	8.2	(7)	(7)	4.8	(7)	3.8	(7)	(7)	(7)		
Atlanta, Ga.	July 1975 ⁸	50	25.4	-	-	9.4	-	-	16.0	-	-	3.4	-	-	1.0	(7)	(7)	7.7	(7)	(7)	1.4	(7)	2.4	(7)	(7)	(7)		
Atlanta, Ga.	July 1974	50	24.9	15.4	2.9	9.7	7.1	.7	15.2	8.3	2.2	3.2	2.0	.4	1.2	(7)	(7)	7.4	(7)	(7)	1.4	(7)	2.0	(7)	(7)	(7)		
Atlanta, Ga.	Oct. 1975	(9)	479.7	260.4	94.5	183.5	117.7	22.1	296.1	142.7	72.4	56.9	29.3	9.9	45.5	22.0	12.3	93.4	61.4	10.7	51.2	30.9	49.1	23.2	8.7	(7)		
Atlanta, Ga.	Oct. 1974 ⁸	(9)	463.4	-	-	187.0	-	-	276.4	-	-	53.5	-	-	48.0	-	-	87.0	-	-	48.2	-	39.6	-	-	-		
Atlanta, Ga.	Aug. 1975 ⁸	50	13.4	-	-	3.5	-	-	10.0	-	-	1.4	-	-	.1	(7)	(7)	4.8	(7)	(7)	1.4	(7)	2.3	(7)	(7)	(7)		
Atlanta, Ga.	Aug. 1974	50	14.5	9.7	1.8	4.2	3.3	.3	10.3	6.4	1.5	1.4	1.1	.1	.1	(7)	(7)	5.0	(7)	(7)	1.5	(7)	2.4	(7)	(7)	(7)		
Atlanta, Ga.	Apr. 1975	50	130.9	83.5	19.5	31.8	19.7	4.5	99.2	63.8	15.0	13.2	8.1	2.8	2.5	(7)	(7)	49.5	(7)	(7)	14.0	(7)	19.9	(7)	(7)	(7)		
Atlanta, Ga.	Sept. 1975 ⁸	50	8.0	-	-	2.6	-	-	5.4	-	-	.8	(7)	(7)	.2	(7)	(7)	3.0	(7)	(7)	.8	(7)	.6	(7)	(7)	(7)		
Atlanta, Ga.	Sept. 1974	50	8.9	5.9	1.1	3.5	2.9																					

Appendix table 1. Number of workers within scope of surveys in 80 metropolitan areas,
July 1974 through December 1975—Continued

			Number of workers in establishments within scope of studies ² (in thousands)																							
Metropolitan area ¹	Payroll period	Minimum establishment size	All industries			Manufacturing			Nonmanufacturing																	
									Total ³			Public utilities ⁴			Wholesale trade			Retail trade			Finance ⁵		Services ⁶			
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office	
South—Continued																										
Louisville, Ky.—Ind	Nov. 1975 ⁸	50	174.1	-	-	100.4	-	-	73.6	-	-	17.6	-	-	8.2	(?)	(?)	26.6	(?)	(?)	10.8	(?)	10.5	(?)	(?)	
	Nov. 1974	50	184.6	126.2	23.7	108.7	84.9	8.3	76.0	41.3	15.4	18.1	10.5	3.3	8.2	(?)	(?)	28.1	(?)	(?)	10.9	(?)	10.8	(?)	(?)	
Melbourne—Titusville—Cocoa, Fla	Aug. 1975 ⁸	50	25.3	-	-	6.6	-	-	18.6	-	-	1.7	-	-	.1	(?)	(?)	5.8	(?)	(?)	.9	(?)	10.1	(?)	(?)	
	Aug. 1974	50	27.0	14.7	4.0	7.8	3.7	1.0	19.2	11.1	3.1	1.7	1.1	.3	.1	(?)	(?)	5.9	(?)	(?)	1.0	(?)	10.5	(?)	(?)	
Memphis, Tenn.—Ark.—Miss	Nov. 1975 ⁸	50	123.9	-	-	51.8	-	-	72.1	-	-	14.9	-	-	11.6	(?)	(?)	24.1	(?)	(?)	8.9	(?)	12.6	(?)	(?)	
	Nov. 1974 ⁸	50	134.4	-	-	58.1	-	-	76.2	-	-	16.0	-	-	12.4	(?)	(?)	26.0	(?)	(?)	9.5	(?)	12.4	(?)	(?)	
Miami, Fla	Oct. 1975	50	253.8	155.1	41.6	65.7	50.7	4.9	188.0	104.5	36.7	49.1	24.2	8.8	17.7	(?)	(?)	57.2	40.4	5.6	27.2	(?)	36.9	25.0	3.9	
	Oct. 1974 ⁸	50	237.9	-	-	54.9	-	-	183.0	-	-	48.8	-	-	12.2	(?)	(?)	59.4	(?)	(?)	27.0	(?)	35.7	(?)	(?)	
	Jan. 1975 ⁸	50	158.0	-	-	41.8	-	-	116.1	-	-	27.9	-	-	15.6	(?)	(?)	39.3	-	-	13.6	(?)	19.8	(?)	(?)	
New Orleans, La	May 1975 ⁸	50	66.1	-	-	20.9	-	-	45.2	-	-	8.5	-	-	5.4	(?)	(?)	21.1	(?)	(?)	5.3	(?)	5.0	(?)	(?)	
Norfolk—Virginia Beach—Portsmouth, Va.—N.C	May 1975 ⁸	50	102.6	-	-	32.2	-	-	70.4	-	-	15.9	-	-	7.4	(?)	(?)	28.2	(?)	(?)	12.1	(?)	6.8	(?)	(?)	
Oklahoma City, Okla	Aug. 1975 ⁸	50	107.1	62.6	20.2	36.5	24.6	5.0	70.7	38.0	15.1	15.5	7.1	2.4	7.4	(?)	(?)	28.5	(?)	(?)	10.8	(?)	8.4	(?)	(?)	
	Aug. 1974	50	107.1	62.6	20.2	36.5	24.6	5.0	70.7	38.0	15.1	15.5	7.1	2.4	7.4	(?)	(?)	28.5	(?)	(?)	10.8	(?)	8.4	(?)	(?)	
Raleigh—Durham, N.C	Feb. 1975 ⁸	50	64.4	-	-	30.8	-	-	33.6	-	-	7.7	-	-	2.7	(?)	(?)	11.4	(?)	(?)	7.9	(?)	3.9	(?)	(?)	
	June 1975 ⁸	50	105.9	-	-	42.4	-	-	63.5	-	-	13.4	-	-	7.1	(?)	(?)	22.3	(?)	(?)	13.3	(?)	7.4	(?)	(?)	
Richmond, Va	May 1975 ⁸	50	104.5	-	-	28.5	-	-	76.1	-	-	8.9	-	-	8.7	(?)	(?)	32.4	(?)	(?)	12.8	(?)	13.3	(?)	(?)	
San Antonio, Tex	May 1975 ⁸	50	104.5	-	-	28.5	-	-	76.1	-	-	8.9	-	-	8.7	(?)	(?)	32.4	(?)	(?)	12.8	(?)	13.3	(?)	(?)	
Washington, D.C.—Md.—Va	Mar. 1975	(9)	340.2	160.6	71.2	26.8	13.5	3.3	313.5	147.2	67.8	47.7	26.8	9.4	21.7	10.7	4.1	111.8	72.2	9.4	40.5	22.6	91.8	33.1	22.3	
North Central																										
Akron, Ohio	Dec. 1975 ⁸	50	116.9	-	-	74.5	-	-	42.4	-	-	11.0	-	-	2.2	(?)	(?)	20.8	(?)	(?)	4.5	(?)	4.0	(?)	(?)	
	Dec. 1974 ⁸	50	124.6	-	-	81.6	-	-	43.1	-	-	11.8	-	-	2.1	(?)	(?)	20.3	(?)	(?)	4.6	(?)	4.3	(?)	(?)	
Canton, Ohio	May 1975 ⁸	50	75.5	-	-	53.6	-	-	21.9	-	-	5.2	-	-	2.1	(?)	(?)	10.0	(?)	(?)	2.7	(?)	1.9	(?)	(?)	
Chicago, Ill	May 1975 ⁸	(9)	1,411.2	-	-	678.5	-	-	732.7	-	-	138.6	-	-	115.4	(?)	(?)	208.0	(?)	(?)	133.4	(?)	137.3	(?)	(?)	
Cincinnati, Ohio—Ky.—Ind	Feb. 1975 ⁸	50	260.1	-	-	142.2	-	-	117.6	-	-	26.1	-	-	15.3	(?)	(?)	46.6	-	-	14.4	(?)	15.5	(?)	(?)	
Cleveland, Ohio	Sept. 1975 ⁸	(9)	371.9	-	-	206.1	-	-	165.8	-	-	34.0	-	-	23.4	(?)	(?)	56.3	-	-	27.2	-	25.0	-	-	
	Sept. 1974	(9)	402.7	238.1	73.1	229.8	153.7	34.8	172.8	84.4	38.3	35.8	15.5	7.5	24.7	12.3	6.7	59.4	42.3	4.3	15.9	(?)	25.3	12.1	3.9	
	Oct. 1975	50	210.9	106.4	37.7	88.0	58.5	10.6	122.9	48.0	27.1	17.6	8.4	3.7	9.6	(?)	(?)	49.0	25.6	4.4	20.1	(?)	26.5	(?)	(?)	
	Oct. 1974 ⁸	50	196.5	-	-	93.2	-	-	103.3	-	-	17.6	-	-	9.7	(?)	(?)	43.9	-	-	16.3	(?)	15.8	(?)	(?)	
Davenport—Rock Island—Moline, Iowa—Ill	Feb. 1975 ⁸	50	70.6	-	-	47.6	-	-	23.0	-	-	5.4	-	-	2.9	(?)	(?)	9.8	(?)	(?)	2.5	(?)	2.4	(?)	(?)	
Dayton, Ohio	Dec. 1975 ⁸	50	141.6	-	-	84.1	-	-	57.5	-	-	9.4	-	-	3.8	(?)	(?)	29.2	(?)	(?)	5.5	(?)	9.6	(?)	(?)	
	Dec. 1974	50	154.1	97.4	20.5	97.5	70.4	11.0	56.6	26.9	9.5	9.5	5.3	1.8	4.0	(?)	(?)	27.7	(?)	(?)	5.6	(?)	9.7	(?)	(?)	
Detroit, Mich	Mar. 1975 ⁸	(9)	709.4	-	-	408.8	-	-	300.5	-	-	62.9	-	-	38.6	(?)	(?)	101.5	-	-	51.5	(?)	46.1	(?)	(?)	
Green Bay, Wis	July 1975	50	27.9	17.1	3.4	16.4	11.9	1.5	11.5	5.2	1.9	3.5	1.7	.6	1.1	(?)	(?)	5.2	(?)	(?)	.5	(?)	1.3	(?)	(?)	
	July 1974 ⁸	50	27.2	-	-	15.8	-	-	11.4	-	-	3.8	-	-	1.4	(?)	(?)	5.0	(?)	(?)	.5	(?)	.6	(?)	(?)	
Indianapolis, Ind	Oct. 1975	50	225.9	126.3	44.9	111.0	75.6	17.4	115.0	50.7	27.5	23.5	10.9	4.3	14.8	(?)	(?)	41.1	25.6	4.0	23.5	(?)	12.0	(?)	(?)	
	Oct. 1974 ⁸	50	234.4	-	-	122.6	-	-	111.8	-	-	25.1	-	-	12.2	(?)	(?)	41.4	-	-	23.7	(?)	9.5	(?)	(?)	
Kansas City, Mo.—Kans	Sept. 1975 ⁸	50	229.6	-	-	85.4	-	-	144.1	-	-	41.9	-	-	19.2	(?)	(?)	41.9	-	-	22.5	(?)	18.6	(?)	(?)	
	Sept. 1974 ⁸	50	249.3	-	-	103.5	-	-	145.8	-	-	43.2	-	-	19.2	(?)	(?)	42.4	-	-	22.0	(?)	19.0	(?)	(?)	
	Apr. 1975	50	313.1	184.4	50.8	188.4	131.4	26.3	124.7	53.1	24.5	23.2	13.0	4.4	13.1	(?)	(?)	51.0	25.3	4.5	19.5	(?)	18.0	8.2	2.	
Milwaukee, Wis	Jan. 1975	50	436.2	206.8	83.5	192.5	106.4	30.7	243.7	100.5	52.9	49.1	24.4	10.2	36.9	18.1	10.1	86.6	41.0	8.1	35.0	19.4	36.1	14.7	5.	
Minneapolis—St. Paul, Minn.—Wis	Oct. 1975 ⁸	50	94.1	-	-	27.2	-	-	66.9	-	-	17.2	-	-	5.8	(?)	(?)	22.6	(?)	(?)	12.4	(?)	8.9	(?)	(?)	
Omaha, Nebr.—Iowa	Oct. 1974	50	100.0	53.6	20.1	32.7	24.2	3.0	67.3	29.3	17.0	17.5	7.4	4.8	6.1	(?)	(?)	22.5	(?)	(?)	12.1	(?)	9.2	(?)	(?)	
Saginaw, Mich	Nov. 1975 ⁸	50	38.5	-	-	27.7	-	-	10.8	-	-	2.5	-	-	.8	(?)	(?)	5.0	(?)	(?)	1.6	(?)	1.0	(?)	(?)	
	Nov. 1974	50	37.5	25.6	4.8	26.8	21.2	2.5	10.7	4.4	2.3	2.5	1.1	.8	.8	(?)	(?)	5.0	(?)	(?)	1.6	(?)	.9	(?)	(?)	
St. Louis, Mo.—Ill	Mar. 1975 ⁸	(9)	378.8	-	-	195.5	-	-	183.3	-	-	47.7	-	-	22.5	(?)	(?)	57.6	-	-	28.9	(?)	26.4	(?)	(?)	
South Bend, Ind	Mar. 1975 ⁸	50	43.5	-	-	26.7	-	-	16.8	-	-	3.2	-	-	1.9	(?)	(?)	5.8	(?)	(?)	3.7	(?)	2.2	(?)	(?)	
Toledo, Ohio—Mich	May 1975	50	130.9	74.7	17.3	74.4	48.8	9.5	56.4	25.8	7.8	13.9	7.9	2.1	6.0	(?)	(?)	23.9	(?)	(?)	4.6	(?)	8.0	(?)	(?)	
Wichita, Kans	Apr. 1975 ⁸	50	67.8	-	-	42.4	-	-	25.4	-	-	4.6	-	-	2.2	(?)	(?)	12.0	(?)	(?)	3.0	(?)	3.6	(?)	(?)	
West																										
Anaheim—Santa Ana—Garden Grove, Calif	Oct. 1975	50	240.9	130.3	41.3	118.0	69.8	16.5	122.9	60.5	24.8	13.0	6.6	3.2	8.9	(?)	(?)	61.0	39.0	5.1	19.4	(?)	20.7	(?)	(?)	
	Oct. 1974	50	240.9	131.2	42.8	116.5	71.1	16.2	124.4	60.0	26.6	11.8	5.5	3.1	9.0	(?)	(?)	62.6	42.6	5.7	20.8	(?)</				

Appendix table 1. Number of workers within scope of surveys in 80 metropolitan areas, July 1974 through December 1975—Continued

Metropolitan area ¹	Payroll period	Minimum estab-lish-ment size	Number of workers in establishments within scope of studies ² (in thousands)																									
			All industries			Manufacturing			Nonmanufacturing																			
									Total ³			Public utilities ⁴			Wholesale trade			Retail trade			Finance ⁵		Services ⁶					
			Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Plant	Office	Total	Office	Total	Plant	Office			
West--Continued																												
Fresno, Calif.	June 1975	50	41.4	25.4	6.9	15.1	11.0	1.4	26.3	14.4	5.5	5.1	2.5	1.0	3.4	(7)	(7)	9.9	(7)									
Los Angeles--Long Beach Calif	Oct. 1975	(9)	1,325.8	732.9	268.1	517.3	319.1	75.0	808.5	413.8	193.1	132.3	65.9	29.5	110.9	63.4	23.2	255.0	201.5	(7)	3.7	(7)		4.2	(7)		(7)	
	Oct. 1974 ⁸	(9)	1,247.0	-	-	537.4	-	-	709.6	-	-	136.1	-	-	102.2	-	-	182.6	-	24.6	132.4	88.8		150.3	67.0		23.4	
Portland, Oreg.--Wash	May 1975 ⁸	50	173.5	-	-	70.9	-	-	102.6	-	-	20.0	-	-	15.6	(7)	(7)	34.4	-		17.1	(7)		15.6	(7)		(7)	
Sacramento, Calif.	Dec. 1975 ⁸	50	69.4	-	-	22.0	-	-	47.3	-	-	10.8	-	-	3.6	(7)	(7)	20.7	-	(7)	5.6	(7)		6.6	(7)		(7)	
	Dec. 1974	50	65.3	33.9	11.2	15.3	10.0	2.0	50.0	23.9	9.1	10.3	5.0	2.6	5.1	(7)	(7)	21.5	(7)	(7)	6.5	(7)		6.5	(7)		(7)	
Salt Lake City--Ogden, Utah	Nov. 1975	50	107.7	65.8	18.4	36.5	25.0	4.0	71.2	40.8	14.4	17.7	7.7	3.4	7.4	(7)	(7)	29.8	(7)	(7)	9.1	(7)		7.2	(7)		(7)	
	Nov. 1974 ⁸	50	91.8	-	-	34.2	-	-	57.6	-	-	16.4	-	-	6.7	(7)	(7)	21.9	(7)	(7)	7.3	(7)		5.2	(7)		(7)	
San Diego, Calif	Nov. 1975 ⁸	50	177.9	-	-	65.1	-	-	112.7	-	-	16.9	-	-	6.9	(7)	(7)	46.8	(7)	(7)	21.1	(7)		21.0	(7)		(7)	
	Nov. 1974	50	171.8	93.8	32.4	63.6	35.0	8.8	108.3	58.8	23.6	16.6	9.7	3.4	7.6	(7)	(7)	42.7	(7)	(7)	20.1	(7)		21.2	(7)		(7)	
San Francisco--Oakland, Calif	Mar. 1975	(9)	461.0	214.0	115.2	118.3	73.1	18.6	342.7	140.8	96.6	94.9	43.7	23.0	35.1	17.1	8.9	74.2	50.7	6.0	76.4	46.7		62.1	27.7		11.9	
San Jose, Calif	Mar. 1975	50	215.1	101.5	32.3	124.1	62.9	15.8	91.0	38.6	16.4	13.5	6.7	3.2	6.7	(7)	(7)	35.1	21.6	1.9	9.8	(7)		26.0	(7)		(7)	
Seattle--Everett, Wash	Jan. 1975 ⁸	50	233.5	-	-	105.3	-	-	128.2	-	-	28.7	-	-	12.9	(7)	(7)	40.1	-	-	29.0	(7)		17.5	(7)		(7)	

¹ Consists of Standard Metropolitan Statistical Areas (SMSAs) as defined in 1960.

¹ Consists of Standard Metropolitan Statistical Areas (SMSA's) as defined by the Office of Management and Budget through February 1974. The Fort Lauderdale-Hollywood and West Palm Beach study relates to 2 SMSA's combined.

² Totals include executive, professional, and other workers excluded from the separate plant and office categories. The estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other employment indexes for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

³ Includes data for 5 broad nonmanufacturing industry groups shown separately.

⁴ Transportation, communication, and other public utilities. Excludes taxicabs and services incidental to water transportation. Municipally operated establishments are excluded by definition from the scope of the study. All or major local transit systems were municipally operated in Akron, Albany-Schenectady-Troy, Atlanta, Baltimore, Binghamton, Boston, Buffalo, Canton, Chattanooga, Chicago, Cincinnati, Cleveland, Columbus, Corpus Christi, Dallas-Fort Worth, Davenport-Rock Island-Moline, Dayton, Detroit, Gainesville, Green Bay, Greensboro-Winston-Salem-High Point, Indianapolis, Jacksonville, Kansas City, Los Angeles-Long Beach, Memphis, Miami, Milwaukee, New York, Oklahoma City, Omaha, Philadelphia, Pittsburgh, Portland (Oreg.-Wash.), Sacramento, San Antonio, San Diego, San Francisco-Oakland, Seattle-Everett, South Bend, Toledo, Utica-Rome, Washington, and Wichita. Municipally operated electric utility systems were also excluded in Birmingham, Chattanooga, Cleveland, Gainesville, Jacksonville, Los Angeles-Long Beach, and Seattle-Everett (supplying less than half of the electricity consumed). Both the electric and gas systems were municipally operated in Huntsville, Memphis, Omaha, and San Antonio. Gas systems were municipally operated in Indianapolis and Richmond.

⁵ Finance, insurance, and real estate. Workers from the entire division are represented in the A tables. Plant workers in finance and insurance are not included in estimates for plant workers in the scope table nor in the B tables. Data for plant workers in real estate, however, are included in "all industries" and "nonmanufacturing" estimates.

⁶ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

⁷ This industry division is represented in estimates for "all industries" and "nonmanufacturing" in the A tables, and for "all industries," where presented, in the B tables. (Some surveys are limited to occupational earnings. See footnote 8.) Separate presentation of data for this division is not made for one or more of the following reasons: (1) Employment in the division is too small to provide enough data to merit separate study, (2) the sample was not designed initially to permit separate presentation, (3) response was insufficient or inadequate to permit separate presentation, and (4) there is possibility of disclosure of individual establishment data.

⁸ Survey limited to occupational earnings; separate plant and office employment totals were not compiled. The most recent plant and office employment data can be found in appendix A, table 1, of BLS Bulletin 1795-28 or 1775-97. Dashes indicate that coverage was sufficient to justify separate presentation of data in the A tables of this bulletin and/or the individual area bulletin.

⁹ Minimum establishment size was 50 workers in the wholesale trade, finance, and service industry groups; and 100 workers in the manufacturing, public utilities, and retail trade groups.

NOTE: The 1967 edition of the Standard Industrial Classification Manual was used to classify establishments by industry division.

Appendix table 2. Employment within scope of surveys¹ by major manufacturing activity,
January 1973 through December 1975

January 1973 through December 1975															
Metropolitan area	Manufacturing employment as percent of employment within scope of surveys	SIC codes ² of manufacturing industry groups by percent of all manufacturing employment					Metropolitan area	Manufacturing employment as percent of employment within scope of surveys	SIC codes ² of manufacturing industry groups by percent of all manufacturing employment						
		10 and under 20 percent	20 and under 30 percent	30 and under 40 percent	40 and under 50 percent	50 percent and over			10 and under 20 percent	20 and under 30 percent	30 and under 40 percent	40 and under 50 percent	50 percent and over		
<u>Northeast</u>															
Albany-Schenectady-Troy	54	-	-	-	35	-	Norfolk-Virginia Beach-Portsmouth	32	20, 37	36	-	-	-		
Binghamton	73	31, 38	-	-	35	-	Oklahoma City	35	20, 35, 37	36	-	-	-		
Boston	38	35, 38	36	-	-	-	Raleigh-Durham	41	20, 21, 22, 36	-	-	-	-		
Buffalo	58	33, 34, 37	-	-	37	-	Richmond	41	33	21, 28	-	-	-		
Hartford	46	34, 35	-	-	-	-	San Antonio	29	23	20	-	-	-		
Nassau-Suffolk	40	-	36, 37	-	-	-	Washington	9	20, 36	-	-	27	-		
Newark	48	35	28, 36	-	-	-	<u>North Central</u>								
New York	27	20, 23, 27, 28	-	-	-	-	Akron	65	34, 35	-	-	30	-		
Northeast Pennsylvania	66	36	23	-	-	-	Canton	71	34, 35	-	33	-	-		
Paterson-Clifton-Passaic	61	22, 28, 36	-	-	-	-	Chicago	49	20, 34, 35, 36	-	-	-	-		
Philadelphia	51	20, 35, 36	-	-	33	-	Cincinnati	56	20, 28, 35, 37	-	-	-	-		
Pittsburgh	55	36	-	-	-	-	Cleveland	55	33, 34, 35, 36, 37	-	-	-	-		
Portland	42	20, 31, 34, 36	26	-	35	-	Columbus	44	20, 32, 34, 35, 36	-	-	-	35		
Poughkeepsie	74	-	-	36	-	-	Davenport-Rock Island-Moline	67	33	-	-	-	-		
Providence-Warwick-Pawtucket	66	22, 36	39	-	-	-	Dayton	66	-	35, 36	-	-	37		
Syracuse	52	35, 37	36	-	-	-	Detroit	58	33, 34, 35	-	-	26	-		
Trenton	61	28, 30, 34, 35	36	-	-	-	Green Bay	57	35	20	-	-	-		
Utica-Rome	71	33, 36	35	-	-	-	Indianapolis	51	35	36, 37	-	-	-		
Worcester	57	32, 33, 34, 35	-	-	-	-	Kansas City	42	20, 27, 36, 37	-	-	-	-		
York	71	-	35	-	-	-	Milwaukee	58	34, 36	35	-	-	-		
<u>South</u>										Minneapolis-St. Paul	44	20, 26, 36	35	-	-
Atlanta	30	20	37	-	-	-	Omaha	34	-	36	20	-	-		
Austin	29	36	35	-	-	-	Saginaw	71	-	-	-	33, 37	-		
Baltimore	44	36	33	-	-	-	St. Louis	51	33	37	-	-	-		
Birmingham	48	20, 34	-	-	33	-	South Bend	59	30	35	37	-	-		
Chattanooga	69	28, 34	22	-	-	-	Toledo	61	32, 34	37	-	-	-		
Corpus Christi	38	20, 29, 33	28	-	-	-	Wichita	63	34	-	-	-	37		
Dallas-Fort Worth	39	35	36, 37	-	-	-	<u>West</u>								
Daytona Beach	28	20, 23, 27, 38	36	-	-	-	Anaheim-Santa Ana-Garden Grove	49	35	-	36	-	-		
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	26	27, 35	36, 37	-	-	36	Billings	31	27	29	-	20	-		
Gainesville	38	24	20	-	-	-	Denver-Boulder	35	19, 20, 35	-	-	-	-		
Greensboro-Winston-Salem-High Point	69	21, 25, 36	-	22	-	-	Fresno	35	35, 37	20	-	-	-		
Greenville-Spartanburg	75	23, 35	-	-	22	-	Los Angeles-Long Beach	38	35, 36	37	-	-	-		
Houston	34	28, 29, 34, 35	-	36	-	-	Portland	42	20, 24, 36, 37	-	-	-	-		
Huntsville	44	20, 22	-	-	-	-	Sacramento	23	24, 27	37	20	-	-		
Jackson	38	20, 25, 32, 36	-	-	-	-	Salt Lake City-Ogden	34	20, 37	35	-	-	-		
Jacksonville	23	26, 34, 37	20	-	-	-	San Diego	36	19, 35	36, 37	-	-	-		
Lexington-Fayette	59	23, 36	35	-	-	-	San Francisco-Oakland	26	20	-	-	-	-		
Louisville	59	20, 21, 35	36	-	-	36	San Jose	59	19, 35	-	-	36	-		
Melbourne-Titusville-Cocoa	26	-	19	-	-	-	Seattle-Everett	46	-	-	-	-	37		
Memphis	42	20, 28	-	-	-	-									
Miami	25	20, 34	23	-	-	-									
New Orleans	28	-	20	37	-	-									

¹ Based on estimates of employment derived from universe materials compiled before the actual survey. Proportions in various groups may differ from proportions based on the results of the survey.
For estimates based on the results of the survey and for scope of the survey, see table 1 of appendix A.
² Major industry groups, shown with their respective 2-digit Standard Industrial Classifications, are:

19 - Ordnance
20 - Food
21 - Tobacco
22 - Textiles
23 - Apparel
24 - Lumber
25 - Furniture

26 - Paper
27 - Printing
28 - Chemicals
29 - Petroleum refining
30 - Rubber and plastics
31 - Leather
32 - Stone, clay, and glass

33 - Primary metals
34 - Fabricated metals
35 - Machinery, except electrical
36 - Electrical machinery
37 - Transportation equipment
38 - Scientific instruments
39 - Miscellaneous manufacturing

Appendix table 3. Employment within scope of surveys¹ by major nonmanufacturing activity,
January 1973 through December 1975

Metropolitan area	Nonmanufacturing employment as percent of employment within scope of surveys	Percent distribution of nonmanufacturing workers by major industry groups and in selected industries ²															
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services					
		Total ⁵	Railroads	Trucking	Communi- cation	Utilities			Total ⁵	Banking	Insurance	Total ⁵	Hotels	Personal services	Business services		
Northeast																	
Albany-Schenectady-Troy	46	24	5	4	9	5	11	29	15	8	5	21	2	1			
Binghamton	27	19	3	4	5	7	6	42	20	7	6	13	3		12		
Boston	62	15	1	2	8	2	14	29	21	7	9	22	2	1	4		
Buffalo	42	22	5	5	5	5	9	41	13	7	4	16	2	1	11		
Hartford	54	10	(⁶)	2	3	3	8	24	45	5	38	13	1	1	8		
Nassau-Suffolk	60	16	1	1	7	3	10	42	15	7	4	17	(⁶)	1	8		
Newark	52	24	3	4	8	4	13	19	21	6	11	22	1	1	9		
New York	73	20	1	2	8	2	12	17	29	11	7	22	2	1	15		
Northeast Pennsylvania	34	20	-	6	7	6	8	43	13	7	4	16	8	2	12		
Paterson-Clifton-Passaic	39	14	1	4	4	3	15	39	14	6	6	18	2	2	2		
Philadelphia	49	19	3	3	6	4	13	32	20	8	7	18	3	2	12		
Pittsburgh	45	24	6	3	6	7	10	37	13	6	4	16	2	1	8		
Portland	58	22	4	6	9	2	13	30	22	8	13	14	3	2	7		
Poughkeepsie	26	20	-	-	11	8	14	42	10	9	1	14	2	1	3		
Providence-Warwick-Pawtucket	34	16	-	3	7	5	9	41	20	10	8	15	2	2	8		
Syracuse	48	22	4	3	7	6	14	28	18	6	10	18	3	1	8		
Trenton	39	17	1	2	9	4	8	26	13	8	4	37	2	1	6		
Utica-Rome	29	21	2	4	9	5	7	33	23	10	13	16	5	4	19		
Worcester	43	24	1	2	9	11	12	35	24	8	14	5	1	1	5		
York	29	21	1	8	5	6	9	49	7	6	1	13	4	2	1		
South																	
Atlanta	70	23	2	6	6	2	14	31	15	4	5	17	3	1	7		
Austin	71	10	(⁶)	1	7	1	5	50	17	6	5	18	6	3			
Baltimore	56	20	3	4	6	4	11	38	15	5	5	17	1	1	6		
Birmingham	52	26	5	6	8	6	13	33	15	6	7	13	2	2	10		
Chattanooga	31	19	7	4	6	2	8	35	22	7	13	17	3	6	3		
Corpus Christi	62	23	3	2	7	9	8	48	9	5	(⁶)	12	2	3	6		
Dallas-Fort Worth	61	18	2	5	4	2	16	31	17	4	8	18	3	1	4		
Daytona Beach	72	13	-	1	10	2	1	53	14	6	1	20	14	2	10		
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	74	15	(⁶)	1	9	3	3	51	12	5	1	19	11	2	1		
Gainesville	62	13	-	-	12	1	3	57	14	6	5	12	5	-	5		
Greensboro-Winston-Salem- High Point	31	30	1	16	5	4	10	35	14	5	6	11	2	2			
Greenville-Spartanburg	25	21	2	9	6	3	10	45	12	6	5	12	2	3	5		
Houston	66	19	2	4	4	5	17	32	12	3	4	20	3	1	4		
Huntsville	56	5	-	-	4	-	1	29	5	4	-	60	2	-	9		
Jackson	62	25	2	6	11	4	11	29	22	6	9	13	2	3	48		
Jacksonville	77	21	7	5	7	(⁶)	13	32	22	5	12	12	2	1	3		
Lexington-Fayette	41	21	(⁶)	4	9	6	7	41	13	6	5	18	5	3	6		
Louisville	41	23	6	4	5	5	11	37	14	6	5	15	4	2	3		
Melbourne-Titusville-Cocoa	74	7	-	-	4	2	2	28	6	2	(⁶)	7	5	-	7		
Memphis	58	20	4	8	5	(⁶)	17	34	12	6	3	17	6	2	14		
Miami	75	26	1	2	6	3	9	31	14	4	2	20	9	1	7		
New Orleans	72	25	2	4	5	4	14	32	11	4	4	19	5	1	7		
Norfolk-Virginia Beach- Portsmouth	68	18	3	3	6	3	12	45	11	6	2	14	3	2	8		
Oklahoma City	65	23	2	9	6	4	10	38	15	5	6	14	3	2	5		
Raleigh-Durham	59	21	2	3	9	5	9	34	22	7	11	14	3	1	4		
Richmond	59	20	3	6	7	3	13	33	21	9	8	13	2	1	5		
San Antonio	71	13	2	3	6	(⁶)	11	44	16	4	7	17	4	3	6		
Washington	91	17	1	1	7	3	8	29	14	4	3	32	5	2	6		
North Central																	
Akron	35	28	2	14	6	6	8	45	9	6	2	10	2	2	5		
Canton	29	25	7	4	6	8	8	46	12	6	2	9	1	1	5		
Chicago	51	21	5	4	6	3	17	26	17	6	7	19	3	2	3		
Cincinnati	44	26	5	7	7	4	13	34	14	4	7	14	3	1	6		

See footnotes at end of table.

Appendix table 3. Employment within scope of surveys by major nonmanufacturing activity,
January 1973 through December 1975—Continued

January 1973 through December 1975—Continued															
Metropolitan area	Nonmanufacturing employment as percent of employment within scope of surveys	Percent distribution of nonmanufacturing workers by major industry groups and in selected industries ²													
		Public utilities ³					Wholesale trade	Retail trade	Finance ⁴			Services			
		Total ⁵	Railroads	Trucking	Commun- ication	Utilities			Total ⁵	Banking	Insurance	Total ⁵	Hotels	Personal services	Business services
North Central—Continued															
Cleveland	45	21	4	4	7	3	16	32	15	6	4	16	3	2	8
Columbus	56	16	3	4	5	3	9	38	17	4	8	20	3	1	10
Davenport—Rock Island—Moline	33	24	8	4	6	6	13	40	12	6	6	11	3	2	4
Dayton	34	17	1	3	6	5	9	48	9	4	1	18	3	3	10
Detroit	42	19	2	5	6	5	13	33	17	7	6	18	2	3	9
Green Bay	43	34	6	13	6	8	11	41	4	4	1	10	2	1	6
Indianapolis	49	21	3	7	6	3	12	36	19	5	10	13	3	2	5
Kansas City	58	30	7	1	5	4	14	29	14	4	6	12	3	1	8
Milwaukee	42	18	2	5	5	4	10	41	15	5	7	16	2	2	8
Minneapolis—St. Paul	56	21	4	5	4	3	14	35	14	4	6	15	3	1	6
Omaha	66	28	11	5	9	1	10	33	17	4	10	8	2	1	3
Saginaw	29	22	6	(⁶)	12	4	12	45	13	8	3	16	3	1	8
St. Louis	49	24	6	5	5	5	15	30	14	6	5	14	3	2	4
South Bend	41	21	2	7	6	5	14	33	19	7	3	14	4	1	6
Toledo	39	25	8	6	6	6	12	41	8	5	2	14	4	1	6
Wichita	37	19	2	4	7	5	10	45	11	6	2	15	2	2	6
West															
Anaheim—Santa Ana— Garden Grove	51	10	(⁶)	1	5	2	8	46	16	5	5	19	2	1	11
Billings	69	31	10	9	6	3	17	31	10	7	1	11	7	-	1
Denver—Boulder	65	22	3	4	7	3	12	35	15	5	5	17	3	1	8
Fresno	65	20	3	3	7	5	12	39	14	7	4	15	4	2	3
Los Angeles—Long Beach	62	15	1	3	5	2	13	26	25	6	15	17	2	1	9
Portland	58	19	4	6	7	3	15	30	17	8	5	15	4	1	6
Sacramento	77	25	9	1	11	3	10	41	11	5	4	14	5	2	3
Salt Lake City—Ogden	66	25	6	7	6	4	11	41	12	6	3	11	3	1	4
San Diego	64	15	(⁶)	(⁶)	9	5	7	43	15	7	2	21	7	2	6
San Francisco—Oakland	74	27	3	3	8	4	13	21	21	9	7	18	4	1	7
San Jose	41	16	1	3	9	3	10	37	11	5	2	26	1	1	19
Seattle—Everett	54	24	3	3	8	2	10	33	19	8	7	14	3	1	4

¹ Based on estimates of employment derived from universe materials compiled prior to actual survey. Proportions in various groups may differ from proportions based on the results of the survey.
For estimates based on the results of the survey, and for scope of the survey, see table 1 of appendix A.
² The 2-digit Standard Industrial Classification codes and more complete titles for the selected industries are:

40 - Railroad transportation
42 - Motor freight transportation and
warehousing
48 - Communication
49 - Electric, gas, and sanitary services

60 - Banking
63 - Insurance carriers
70 - Hotels, rooming houses, camps, and other lodging places
72 - Personal services
73 - Miscellaneous business services

³ Transportation, communication, and other public utilities.

⁴ Finance, insurance, and real estate.

⁵ Includes industries in addition to those shown separately.

⁶ Less than 0.5 percent.

⁷ Includes 36 percent in 2-digit classification 89, miscellaneous services.

Appendix table 4. Labor-management agreement coverage,¹ all industries and 2 industry divisions, January 1973 through December 1975

Metropolitan area	Percent of plant workers employed in—			Percent of office workers employed in—			Metropolitan area	Percent of plant workers employed in—			Percent of office workers employed in—		
	All industries ²	Manu- facturing	Public utilities ³	All industries ²	Manu- facturing	Public utilities ³		All industries ²	Manu- facturing	Public utilities ³	All industries ²	Manu- facturing	Public utilities ³
Northeast							South—Continued						
Albany-Schenectady-Troy	68	85	99	25	15	95	New Orleans	31	48	77	13	15	44
Binghamton	28	30	99	5	-	81	Norfolk-Virginia Beach- Portsmouth	57	87	87	10	-	69
Boston	50	52	91	10	8	76	Oklahoma City	34	50	69	5	-	39
Buffalo	80	90	100	17	14	78	Raleigh-Durham	21	24	50	3	-	24
Hartford	60	71	82	2	-	39	Richmond	50	76	87	14	7	90
Nassau-Suffolk	59	55	74	11	1	77	San Antonio	20	40	74	7	6	68
Newark	74	78	100	15	7	89	Washington	52	65	99	19	22	68
New York	81	89	99	14	10	57	North Central						
Northeast Pennsylvania	73	82	89	7	3	45	Akron	77	89	100	7	1	55
Paterson-Clifton-Passaic	85	91	96	7	2	78	Canton	81	93	98	5	1	57
Philadelphia	71	86	84	14	21	55	Chicago	72	74	97	13	12	68
Pittsburgh	83	98	93	31	49	60	Cincinnati	67	78	90	11	7	67
Portland	39	52	93	13	9	82	Cleveland	80	88	99	11	7	62
Poughkeepsie	34	36	81	12	10	88	Columbus	58	78	94	5	-	49
Providence-Warwick-Pawtucket	42	43	96	8	6	66	Davenport-Rock Island-Moline	76	89	88	12	14	49
Syracuse	71	82	90	9	2	85	Dayton	76	85	98	12	9	77
Trenton	76	79	99	14	6	95	Detroit	89	99	99	20	23	56
Worcester	42	41	100	15	3	98	Green Bay	77	90	99	6	1	31
York	56	63	94	11	16	23	Indianapolis	66	86	99	8	2	72
Utica-Rome	39	71	100	7	10	87	Kansas City	74	84	100	12	1	58
South							Minneapolis-St. Paul	71	90	92	22	14	92
Atlanta	45	68	66	12	26	49	Omaha	58	77	99	20	7	79
Austin	20	27	73	8	-	80	St. Louis	82	90	100	18	9	85
Baltimore	63	82	79	18	23	52	Saginaw	87	96	98	11	(⁵)	67
Birmingham	61	80	87	10	2	55	South Bend	72	82	96	16	14	87
Chattanooga	44	52	88	11	11	81	Toledo	86	96	100	20	16	79
Corpus Christi	30	52	49	6	-	39	Wichita	63	80	100	5	-	54
Dallas-Fort Worth	40	56	86	8	11	45	West						
Daytona Beach	23	25	95	14	-	55	Anaheim-Santa Ana-Garden Grove	41	41	92	13	15	68
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	18	21	93	10	-	69	Billings	57	83	76	20	4	72
Gainesville	44	68	-	7	-	-	Denver-Boulder	53	61	93	9	5	23
Greensboro-Winston-Salem-							Fresno	61	71	98	7	-	48
High Point	17	14	81	3	-	23	Los Angeles-Long Beach	56	62	95	16	18	69
Greenville-Spartanburg	6	4	65	2	-	42	Portland	67	70	95	14	3	73
Houston	40	63	82	6	3	31	Sacramento	66	82	94	28	24	96
Huntsville	29	38	(⁴)	12	22	(⁴)	Salt Lake City-Ogden	33	39	82	7	1	31
Jackson	42	59	85	9	-	61	San Diego	57	69	88	10	27	4
Jacksonville	37	58	78	10	-	82	San Francisco-Oakland	82	84	98	20	9	50
Lexington-Fayette	40	51	81	3	-	27	San Jose	46	45	97	16	28	20
Louisville	75	89	100	13	4	82	Seattle-Everett	91	92	100	22	4	77
Melbourne-Titusville-Cocoa	45	16	95	14	-	40							
Memphis	61	91	81	8	11	61							
Miami	30	18	85	8	2	39							

¹ All plant or office workers in establishments were considered to be covered by a union contract if a majority of such workers in that establishment were covered. All other plant and office workers were employed in establishments that either did not have labor-management contracts, or had contracts that applied to fewer than half of their plant workers or office workers. Estimates do not necessarily represent the extent to which all workers in the area may be covered by labor-management agreements because of the exclusion of small establishments. Data are limited to establishments with 50 employees or more except in the 13 largest areas where the minimum size adopted was 100 employees in manufacturing, public utilities, and retail trade. See appendix A, table 1, for further explanation of the scope of the surveys.

² "All industries" includes data for divisions not shown separately.

³ Transportation, communication, and other public utilities. Excludes taxicabs, services incidental to water transportation, and municipally operated establishments.

⁴ Data for this division are not presented separately because of one or more of the reasons mentioned in footnote 7 to table 1 of appendix A. Data for this division, however, are included in "all industries."

⁵ Less than 0.5 percent.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on inter-establishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

Revised occupational descriptions for switchboard operator; switchboard operator-receptionist; machine-tool operator, toolroom; and tool and die maker were introduced in July 1974. The new descriptions are being phased in over a three year period. They are the result of the Bureau's policy of periodically reviewing area wage survey occupational descriptions in order to take into account technological developments and to clarify descriptions so that they are more readily understood and uniformly interpreted. Even though the revised descriptions reflect basically the same occupations as previously defined, some reporting changes may occur because of the revisions.

The new single level description for switchboard operator is not the equivalent of the two levels previously defined. Both the new and old job descriptions are presented in this appendix.

CLERK, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment—for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Some occupational titles were revised in July 1974 to eliminate sex stereotypes. They are listed below.

Revised title

Former title

Drafter
Drafter-tracer
Boiler tender

Draftsman
Draftsman-tracer
Fireman, stationary boiler

CLERK, FILE—Continued

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records and posting calculated data on payroll sheet; shows information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

SECRETARY—Continued

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) of a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory or nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intra-system calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard Operator-Receptionist.

Class A. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. Performs full telephone information service or handles complex calls, such as conference, collect, overseas, or similar calls, either in addition to doing routine work as described for switchboard operator, class B, or as a full-time assignment. ("Full" telephone information service occurs when the establishment has varied functions that are not readily understandable for telephone information purposes, e.g., because of overlapping or interrelated functions, and consequently present frequent problems as to which extensions are appropriate for calls.)

Class B. Operates a single- or multiple-position telephone switchboard handling incoming, outgoing, intraplant or office calls. May handle routine long distance calls and record tolls. May perform limited telephone information service. ("Limited" telephone information service occurs if the functions of the establishment serviced are readily understandable for telephone information purposes, or if the requests are routine, e.g., giving extension numbers when specific names are furnished, or if complex calls are referred to another operator.)

These classifications do not include switchboard operators in telephone companies who assist customers in placing calls.

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR—Continued

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

COMPUTER OPERATOR—Continued

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

COMPUTER SYSTEMS ANALYST, BUSINESS—Continued

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction manufacturing, or repair purposes. Types of drawings prepared include isometric projection (depicting three dimensions in accurate scale) and sectional views to clarify positioning of component and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignment recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawing and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat,

ELECTRONICS TECHNICIAN—Continued

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved.

NURSE, INDUSTRIAL (Registered)

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

ENGINEER, STATIONARY—Continued

refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal

MACHINIST, MAINTENANCE—Continued

parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GUARD AND WATCHMEN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes guards who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

CUSTODIAL AND MATERIAL MOVEMENT

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshore workers who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items

PACKER, SHIPPING—Continued

stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

- Receiving clerk
- Shipping clerk
- Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Sales-route and over-the-road drivers are excluded.

TRUCKDRIVER—Continued

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

- Truckdriver (combination of sizes listed separately)
- Truckdriver, light (under 1½ tons)
- Truckdriver, medium (1½ to and including 4 tons)
- Truckdriver, heavy (over 4 tons, trailer type)
- Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

- Trucker, power (forklift)
- Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

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Area Wage Surveys Metropolitan Areas, United States and Regional Summaries, 1975



Bulletin 1850-89

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Preface

The annual area wage survey program of the Bureau of Labor Statistics provides information on occupational earnings, supplementary wage benefits, and establishment practices for individual Standard Metropolitan Statistical Areas, and national and regional estimates for all Standard Metropolitan Statistical Areas of the United States (excluding Alaska and Hawaii).

The program covers six industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Major exclusions are the mining and construction industries and government.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results are also used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

In each survey area, occupational earnings data are collected annually. Information on establishment practices and supplementary wage benefits is obtained every third year.

Individual reports are issued annually for each of the areas surveyed. For 1975 reports were issued for 80 metropolitan areas. After a round of surveys is completed, two summary bulletins are prepared. The first summary for 1975, Area Wage Surveys Selected Metropolitan Areas, 1975, BLS Bulletin 1850-88, presented information for 80 areas surveyed in calendar 1975. The second summary, presented here, provides national and regional estimates, as well as interarea pay comparisons. Trends of occupational earnings usually provided in this bulletin, are not available this year because of changes in the sample of areas included in the program.

This bulletin was prepared in the Bureau's Division of Occupational Wage Structures. The analysis was prepared by Donald J. Blackmore, Robert S. Daski, and Claudia Day under the direction of Kenneth J. Hoffmann. The Bureau's Assistant Regional Commissioner for Operations directed data collection.

The area wage survey program could not be carried out without the cooperation of the many firms which provide wage and salary data. The Bureau wishes to express sincere appreciation for the cooperation it has received.

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NOTE: This bulletin is the first of a series providing national projections based on data collected on a calendar year basis, January through December. Previously, such projections were based on data collected from July of 1 year through June of the next.



Metropolitan Areas, United States and Regional Summaries, 1975

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Introduction

This bulletin provides national and regional estimates of occupational earnings, supplementary wage benefits, and establishment practices for workers in the Nation's Standard Metropolitan Statistical Areas¹ in 1975. It also presents data on interarea pay comparisons. This bulletin is the first of a series providing national projections based on data collected on a calendar year basis, January through December. Previous projections were based on data collected from July of one year through June of the next.

Following is a brief description of the types of data presented in each of the chapters and in the appendixes:²

Chapter I, Occupational Earnings, provides national and regional estimates of straight-time hourly or weekly earnings for workers in occupations selected from the following categories common to a variety of manufacturing and nonmanufacturing industries: Office clerical, professional and technical, maintenance and powerplant, and custodial and material movement.

¹ The 262 metropolitan areas as defined by the Office of Management and Budget through February 1974, excluding metropolitan areas in Alaska and Hawaii.

² Indexes of trends in occupational earnings presented in previous editions of this bulletin are no longer available due to changes in the sample of metropolitan areas in the survey program. The Bureau has begun publishing a new series on occupational wage trends calculated by a method which eliminates the effect of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. While not linked to the wage indexes previously published, data for 1975-76 are available in Wage Trends for Occupational Groups in Metropolitan Areas, July 1975 to July 1976, summary 77-10. The Bureau publishes other measures of wage change which provide indications of change between February 1974 and July 1975: (1) National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1975, Bulletin 1891 (1975); (2) The Hourly Earnings Index, published monthly in the Bureau's Current Wage Developments and in the Monthly Labor Review; and (3) Employment Cost Index (ECI), a new measure of the rate of change in employee compensation available since the fourth quarter of 1975. The ECI is published each month in Current Wage Developments.

Separate detail is presented for major industry divisions, e.g., manufacturing, public utilities, retail trade. Tables refer to an average month of reference of July 1975 for data collected during the period January through December 1975.

Chapter II, Wage Differences Among Metropolitan Areas, provides interarea pay comparisons for 92 metropolitan areas surveyed from March 1974 through July 1975. Comparisons are made for four occupational groups—office clerical, electronic data processing, skilled maintenance, and unskilled plant workers—using constant occupational employment weights and adjusting data for differences in survey timing among areas. Tabulations include separate detail for manufacturing and the combined nonmanufacturing industry divisions covered by the surveys.

Chapter III, Establishment Practices and Supplementary Wage Provisions, presents information on late-shift pay provisions and practices for plant workers in manufacturing, and data for plant workers and office workers on scheduled weekly hours and days, paid holidays, paid vacations, and health, insurance, and pension plans. The text discusses major changes in provisions and practices over the 1961-75 period.

Chapter IV, Labor-Management Agreement Coverage, provides estimates of the proportions of plant workers and office workers in metropolitan area establishments having labor-management agreements covering a majority of these workers. It also presents estimates of the extent of coverage by region and industry division.

Appendix A describes the scope, concepts, and methods used in the area wage survey program.

Appendix B provides the job descriptions used in classifying workers in the occupations for which straight-time earnings information is presented.

Chapter I. Occupational Earnings

This chapter provides occupational earnings information for all metropolitan areas combined and for four broad regions. Tables A-1 through A-30 present straight-time earnings data for selected occupations: Office clerical; professional and technical; maintenance and powerplant; and custodial and material movement. Wherever possible, separate detail is furnished for each of the six industry divisions studied: Manufacturing; transportation, communication, and other public utilities (referred to as public utilities); wholesale trade; retail trade; finance, insurance, and real estate (referred to as finance); and selected services.

To observe wage patterns by region and industry division, pay relatives were developed for office clerical, electronic data processing, skilled maintenance, and unskilled plant occupations. (Pay relatives are the average straight-time earnings for a group of occupations in the region or industry division as a percent of the average for the job group in all metropolitan areas combined.) The occupations making up the four job groups are listed in appendix A.

Office clerical occupations

Average weekly earnings for the office clerical jobs studied ranged from \$106.00 for clerks performing routine filing to \$217.50 for class A tabulating machine operators. Secretaries assigned to high ranking officials of medium- and large-sized establishments received the highest average earnings in 1974, but in 1975 they ranked second, at \$212.00. Average earnings at the all-metropolitan area level reflect a combination of factors, including differences in establishment pay levels among and within areas. Although no attempt was made to isolate all factors that affect earnings, general comparisons of occupational wage levels by region and industry division are given in text table 1.

Text table 1. Pay relatives for office clerical occupations by region and industry division, July 1975

(U.S. all-industry average=100)

Industry division	United States	Northeast	South	North Central	West
All industries -----	100	100	95	101	104
Manufacturing -----	104	102	99	105	109
Nonmanufacturing -----	98	99	94	98	102
Public utilities -----	119	119	115	121	124
Wholesale trade -----	100	99	97	102	102
Retail trade -----	92	88	92	92	99
Finance -----	90	96	85	88	92
Services -----	97	99	93	94	103

In the ranking of industry divisions by earnings, public utilities continued to record the highest earnings increasing by 1 percentage point from February 1974 to 119 percent of the all-industry average in 1975. Manufacturing continued to rank second with earnings at 104 percent of the all-industry average. The finance industry division dropped to 2 percentage points below retail trade to rank lowest.

Although the finance industry had the lowest average earnings, retail trade would have ranked lower than finance, if ranking by industry division were based on hourly rather than weekly earnings. Among industry divisions, the shortest average workweek was found in finance. As shown in table B-2, 68 percent of the office workers in finance had schedules of less than 40 hours per week compared to 28 percent in retail trade. (Weekly earnings in finance were highest in the Northeast, where over one-third of the finance workers within the scope of this study were employed.)

For all industry divisions combined, earnings of office clerical workers were highest in the West and lowest in the South. There was little difference in earnings between the Northeast and North Central regions, although they reversed their ranking since 1974.

Professional and technical occupations

Computer operators, programmers, and systems analysts. Earnings of Electronic Data Processing (EDP) occupations varied by region, work level, and industry division. Average weekly earnings nationwide ranged from \$154.50 for class C computer operators to \$357 for class A computer systems analysts.

Text table 2. Pay relatives for electronic data processing occupations by region and industry division, July 1975

(U.S. all-industry average=100)

Industry division	United States	Northeast	South	North Central	West
All industries -----	100	102	95	101	103
Manufacturing -----	104	102	100	105	107
Nonmanufacturing -----	98	101	93	98	101
Public utilities -----	112	115	105	114	(1)
Wholesale trade -----	98	(1)	93	98	(1)
Retail trade -----	97	(1)	(1)	(1)	(1)
Finance -----	94	98	88	92	95
Services -----	95	102	91	93	101

¹ Data do not meet publication criteria.

Text table 2 presents pay relatives for EDP occupations. Regionally, average weekly earnings were highest in the West (although in the Northeast and North Central regions they were nearly as high) and lowest in the South. (In 1974, the Northeast had the highest average earnings.) Nationwide, earnings in the highest paying industry division—public utilities—exceeded those in the lowest—finance—by 19 percent. Variation among industries was smaller for EDP occupations than for the less skilled office occupations, where the spread between the highest and lowest paying industry was 32 percent.

Registered industrial nurses. Registered industrial nurses averaged \$220.50 a week. Regionally, earnings averages ranged from \$210.50 in the South to \$235.50 in the West. Retail trade was the lowest paying industry group for nurses (\$192); public utilities the highest (\$246.50). More than 90 percent of the nurses were employed in manufacturing firms, where they averaged \$220.50 per week.

Electronics technicians. Nationwide, electronics technicians averaged \$241.50; regional averages ranged from \$231.50 in the South to \$248.50 in the North Central region, a difference of only 7 percent. Among industries, average earnings were lowest in manufacturing (\$226) and highest in public utilities (\$265).

Drafters. Average weekly earnings ranged from \$148.50 for drafter-tracers to \$272 for the highest level of drafters studied. Among the regions, the lowest average earnings were generally found in the South, except for drafter-tracers, where they were highest in the South. Differences between the lowest and highest regional averages varied from 3 percent for drafter-tracers to 17 percent for class A drafters. For all drafting jobs, average earnings were highest in public utilities, and, with the exception of drafter-tracers, lowest in wholesale trade. Earnings for drafter-tracers were highest in services.

Maintenance and powerplant occupations

Average hourly earnings for the 14 maintenance and powerplant occupations studied ranged from \$4.98 for maintenance trade helpers to \$6.73 for journeyman millwrights. The lowest average hourly rate for journeyman maintenance workers was \$6.00 for mechanics.

Average earnings of carpenters, electricians, and painters were highest in retail trade, generally a lower paying industry group. Most of these workers in retail trade were employed by food and general merchandise stores, some of which paid the union wage rates negotiated in the construction industry. (The construction industry is excluded from the area wage surveys. As of July 1, 1975, the average union wage rate for building trades workers was \$8.88 per hour in cities of 100,000 inhabitants or more.)

Pay relatives for skilled maintenance workers in manufacturing are very similar to the all-industry relatives because over 80 percent of the workers in these occupations were employed in manufacturing establishments. Since data were insufficient to compute relatives for nonmanufacturing, text table 3 is limited to the all-industry average and manufacturing. The North Central and Western regions were the highest paying. The South had pay levels slightly below those in the Northeast.

Text table 3. Pay relatives for skilled maintenance occupations by region, July 1975

(U.S. all-industry average=100)

Industry division	United States	Northeast	South	North Central	West
All industries-----	100	95	93	105	105
Manufacturing-----	99	93	92	104	104

Custodial and material movement occupations

Earnings of custodial and material movement workers varied widely, as reflected in the range of hourly earnings between guards and watchmen (\$3.01 per hour) and truckdrivers operating heavy trailer-type trucks (\$6.17 per hour). Text table 4 shows that there was also wide variation among regions and industries. Earnings of unskilled plant workers (janitors and material handling laborers) were spread over a wider range than was common in more skilled occupations, suggesting that variation increases as skill decreases.

Text table 4. Pay relatives for unskilled plant workers, by region and industry division, July 1975

(U.S. all-industry average=100)

Industry division	United States	Northeast	South	North Central	West
All industries-----	100	104	80	111	108
Manufacturing-----	108	103	94	119	110
Nonmanufacturing-----	98	107	75	104	109
Public utilities-----	132	136	106	139	140
Wholesale trade-----	102	110	80	113	106
Retail trade-----	88	89	76	94	98
Finance-----	(1)	(1)	(1)	(1)	(1)
Services-----	83	(1)	(1)	(1)	(1)

¹ Data do not meet publication criteria.

Regionally, earnings were highest in the North Central region and lowest in the South. All-industry earnings in the North Central region were 39 percent greater than in the South. Among industries, the variation was even wider. In public utilities, the highest paying industry group, earnings were 59 percent greater than in the lowest group, services.

A. Earnings

Table A-1. Weekly earnings of office workers in the United States, July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300			
						Under \$ 80	80 and under 90	90 100	100 110	110 120	120 130	130 140	140 150	150 160	160 180	180 200	200 220	220 240	240 260	260 280	280 300	300 and over		
ALL WORKERS																								
BILLERS, MACHINE (BILLING MACHINE) -----	7,785	39.5	\$ 146.00	\$ 135.00	\$ 112.00-167.00	28	131	792	737	785	1134	657	807	484	642	324	534	193	396	138	4			
MANUFACTURING -----	2,607	39.5	137.00	135.00	120.00-150.00	-	39	99	215	294	551	266	406	275	249	107	86	20	1	-	-			
NONMANUFACTURING -----	5,178	39.0	150.50	135.00	109.50-187.00	28	92	694	522	491	583	391	401	209	393	217	448	173	395	138	4			
PUBLIC UTILITIES ³ -----	1,397	40.0	214.50	220.00	194.50-251.00	-	-	-	2	7	68	73	47	15	51	135	299	169	390	138	4			
WHOLESALE TRADE -----	2,027	39.0	133.00	125.50	109.50-152.00	-	6	268	240	298	281	193	187	133	274	73	65	4	5	-	-			
RETAIL TRADE -----	867	39.0	114.00	104.00	95.00-135.00	28	53	291	105	49	82	91	88	17	55	8	-	-	-	-	-			
SERVICES -----	585	39.5	114.00	112.00	100.00-127.00	-	34	95	126	126	96	23	58	20	8	-	-	-	-	-	-			
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	3,830	39.0	128.50	120.00	105.00-145.00	72	93	358	643	583	500	397	338	281	284	163	38	68	13	-	-			
MANUFACTURING -----	1,178	39.5	140.00	133.50	118.50-156.50	-	-	34	135	144	207	175	138	65	147	64	31	33	3	-	-			
NONMANUFACTURING -----	2,652	39.0	123.50	115.00	102.00-140.00	72	93	324	508	438	293	222	200	215	137	99	7	35	10	-	-			
WHOLESALE TRADE -----	721	39.0	136.50	130.00	115.00-154.00	-	24	27	95	127	70	82	53	82	88	41	-	33	-	-	-			
RETAIL TRADE -----	1,238	39.0	111.00	107.00	96.50-120.00	72	65	263	278	153	136	108	69	76	8	11	-	-	-	-	-			
SERVICES -----	537	38.0	130.50	121.00	110.00-150.00	-	2	28	88	140	74	18	55	55	28	46	4	-	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	5,985	39.0	154.50	150.00	130.50-172.50	-	9	26	222	472	594	768	777	869	1098	571	354	112	92	21	-			
MANUFACTURING -----	2,282	39.0	160.00	157.00	140.00-175.50	-	-	3	28	75	224	207	226	451	563	251	183	56	14	1	-			
NONMANUFACTURING -----	3,704	38.5	151.00	145.00	127.50-170.00	-	9	23	194	397	369	561	551	418	536	320	171	56	78	20	-			
WHOLESALE TRADE -----	885	39.0	158.00	155.00	134.00-175.50	-	-	-	3	37	102	87	162	130	176	102	82	-	5	-	-			
RETAIL TRADE -----	857	39.0	140.00	138.00	128.00-155.50	-	7	-	76	98	58	219	132	101	138	14	5	-	3	6	-			
FINANCE ⁴ -----	1,221	38.5	144.50	135.50	118.00-156.00	-	2	23	112	231	106	201	155	128	115	49	11	21	69	-	-			
SERVICES -----	512	38.0	104.00	162.00	136.00-189.00	-	-	-	4	19	67	45	82	22	76	120	67	9	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	10,190	39.0	126.50	122.00	109.00-142.50	19	409	838	1396	1732	1620	1211	1119	798	769	162	73	18	22	6	-			
MANUFACTURING -----	3,313	39.0	136.50	135.00	119.00-155.00	-	12	180	287	363	593	486	415	380	430	85	62	10	10	-	-			
NONMANUFACTURING -----	6,877	39.0	122.00	118.00	105.00-136.50	19	397	658	1109	1369	1027	724	704	417	335	77	11	8	12	6	-			
PUBLIC UTILITIES -----	257	38.5	142.50	140.00	98.00-170.50	-	5	63	10	1	4	24	60	4	43	28	4	6	-	5	-			
WHOLESALE TRADE -----	2,027	39.5	125.00	125.00	109.50-142.00	-	32	177	323	320	261	356	284	179	88	8	-	-	-	-	-			
RETAIL TRADE -----	1,850	39.0	115.50	112.00	100.00-127.00	8	203	176	317	448	318	114	130	50	55	22	2	2	-	-	-			
FINANCE -----	1,863	38.0	117.00	115.00	104.50-127.00	-	133	185	404	452	251	157	141	93	39	8	-	-	-	-	-			
SERVICES -----	880	39.0	132.50	128.50	114.00-150.00	11	24	57	55	147	192	73	89	92	110	12	5	-	12	1	-			
CLERKS, ACCOUNTING, CLASS A -----	96,182	39.0	174.00	166.00	144.00-198.00	-	20	171	2167	2762	5863	9014	10323	10049	20826	12342	8550	5515	4118	2910	1051	5		
MANUFACTURING -----	34,041	39.5	181.00	179.00	150.00-201.00	-	-	7	229	493	1628	2613	3426	3805	8121	4877	2673	1888	1730	1467	735	3		
NONMANUFACTURING -----	62,141	39.0	170.00	163.00	140.00-195.00	-	20	164	1938	2269	4235	6402	6897	6244	12705	7466	5876	3628	2388	1443	316	1		
PUBLIC UTILITIES -----	14,496	39.5	206.50	204.00	178.00-233.00	-	-	4	20	22	211	409	419	495	2197	2277	3181	2274	1729	962	186	1		
WHOLESALE TRADE -----	13,012	39.5	169.50	165.00	140.50-190.50	-	-	15	872	321	658	1244	1203	1166	3190	1652	1069	730	413	369	76			
RETAIL TRADE -----	11,290	39.5	150.50	148.00	132.00-165.00	-	12	88	417	750	1101	1706	1892	1650	2201	842	328	136	94	46	27			
FINANCE -----	16,302	38.0	154.00	150.00	133.50-170.50	-	3	26	559	985	1731	2330	2494	2037	3331	1660	748	250	105	34	7			
SERVICES -----	7,041	38.5	164.00	161.00	142.50-182.00	-	5	31	70	192	535	713	889	896	1787	1035	550	238	48	32	20			
CLERKS, ACCOUNTING, CLASS B -----	135,025	39.0	136.00	130.00	113.50-150.50	218	2656	9911	14243	17941	21312	18766	14071	9836	12073	6501	3295	1833	1864	490	12			
MANUFACTURING -----	38,861	39.0	142.00	135.00	120.00-155.00	7	129	1303	3017	4486	6825	6184	4840	3598	4105	1783	1062	799	464	244	11			
NONMANUFACTURING -----	96,164	39.0	134.00	127.50	110.00-149.50	211	2527	8608	11226	13454	14487	12582	9230	6239	7568	4719	2233	1033	1401	246	1			
PUBLIC UTILITIES -----	16,482	39.0	170.50	169.00	139.50-191.50	-	8	146	320	1122	1203	1418	1268	1367	2938	3307	1443	658	1106	178	1			
WHOLESALE TRADE -----	19,332	39.5	134.00	130.00	115.00-148.50	-	221	1693	1532	2422	3257	3191	2476	1693	1623	498	380	164	143	39	-			
RETAIL TRADE -----	25,609	39.5	121.50	117.50	102.00-135.00	119	1475	3444	4039	4163	4003	2874	2219	1289	1304	278	178	107	104	15	-			
FINANCE -----	23,837	38.0	123.00	120.00	107.00-134.00	-	658	2544	4082	4442	4343	3441	1688	1086	1018	293	87	95	48	14	-			
SERVICES -----	10,903	38.5	131.50	130.00	112.00-147.50	92	165	781	1254	1305	1682	1659	1579	804	1086	343	145	9	-	-	-			

See footnotes at end of table A-30.

Table A-1. Weekly earnings of office workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	
						Under \$ 80	and under 90	- 100	- 110	- 120	- 130	- 140	- 150	- 160	- 180	- 200	- 220	- 240	- 260	- 280	- 300	and over
						80	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over	
ALL WORKERS-- CONTINUED																						
WORKERS, FILE, CLASS A -----	8,514	38.5	\$ 149.00	\$ 140.00	\$ 121.00-168.00	3	36	298	696	961	1219	1050	867	735	1060	550	359	479	148	47	6	3
MANUFACTURING -----	1,602	39.0	164.00	163.50	140.50-184.00	-	-	2	44	106	128	95	153	186	457	210	102	109	6	2	1	2
NONMANUFACTURING -----	6,913	38.5	145.50	134.50	118.50-161.00	3	36	296	652	856	1091	955	715	549	603	340	257	370	141	45	5	1
PUBLIC UTILITIES -----	855	39.5	212.00	215.50	193.00-234.50	-	-	-	1	2	4	5	27	22	90	134	207	179	134	43	5	1
WHOLESALE TRADE -----	752	39.5	145.00	136.00	125.00-162.00	-	-	-	24	79	121	176	62	66	152	40	16	11	3	2	-	-
RETAIL TRADE -----	336	39.5	131.50	134.50	98.00-162.00	3	27	64	44	11	10	20	28	33	67	29	-	1	-	-	-	-
FINANCE -----	4,325	38.0	133.50	127.50	115.00-144.50	-	9	230	571	686	837	645	515	331	223	86	12	176	4	-	-	-
SERVICES -----	646	38.5	145.00	141.00	125.00-157.50	-	-	1	12	78	119	110	82	98	70	51	22	3	-	-	-	-
WORKERS, FILE, CLASS B -----	27,481	38.5	117.50	110.50	99.00-127.00	42	2429	4930	5515	4956	3287	2023	1388	853	844	447	384	248	109	27	1	-
MANUFACTURING -----	4,272	39.0	126.00	120.50	106.00-140.00	-	138	458	679	682	697	512	314	368	270	66	63	16	9	1	-	-
NONMANUFACTURING -----	23,209	38.5	116.00	110.00	98.00-125.00	42	2291	4472	4836	4275	2590	1511	1074	485	574	381	320	232	100	26	1	-
PUBLIC UTILITIES -----	2,210	39.5	169.00	167.00	130.50-207.00	-	13	35	70	107	317	189	187	108	294	282	263	219	100	26	1	-
WHOLESALE TRADE -----	2,390	39.5	122.00	115.00	100.00-140.00	1	87	454	392	367	288	195	281	101	149	45	18	13	-	-	-	-
RETAIL TRADE -----	1,876	39.5	105.50	97.00	85.00-114.00	18	644	303	247	320	93	71	38	47	40	16	39	-	-	-	-	-
FINANCE -----	14,985	38.0	108.50	106.00	96.50-117.00	23	1462	3443	3701	3246	1632	839	405	171	41	20	-	-	-	-	-	-
SERVICES -----	1,748	38.5	118.50	113.00	103.00-132.50	-	85	236	427	235	261	217	162	58	50	18	-	-	-	-	-	-
WORKERS, FILE, CLASS C -----	32,998	38.5	106.00	101.00	92.00-115.00	365	4827	9405	7573	4363	2928	1590	934	307	297	273	94	32	11	-	-	-
MANUFACTURING -----	3,917	38.5	112.00	110.00	99.00-122.00	41	290	683	926	837	557	266	146	63	72	28	6	-	1	-	-	-
NONMANUFACTURING -----	29,082	38.5	105.50	100.00	92.00-113.00	325	4537	8723	6647	3525	2371	1323	788	244	226	245	88	32	10	-	-	-
PUBLIC UTILITIES -----	1,265	39.0	145.50	140.00	110.50-177.00	-	15	95	158	116	152	87	124	69	157	169	81	32	10	-	-	-
WHOLESALE TRADE -----	3,742	39.0	112.50	109.50	98.00-126.00	-	372	614	901	635	507	351	196	57	36	75	-	-	-	-	-	-
RETAIL TRADE -----	2,301	39.0	104.00	98.00	90.00-114.00	117	338	755	409	177	229	138	91	28	14	-	6	-	-	-	-	-
FINANCE -----	19,613	38.0	101.00	98.00	92.00-108.00	208	3749	6677	4615	2281	1154	614	222	78	13	1	1	-	-	-	-	-
SERVICES -----	2,161	38.5	111.00	107.00	98.00-124.00	-	64	581	564	317	329	133	155	12	6	-	-	-	-	-	-	-
WORKERS, ORDER -----	40,438	39.5	149.50	144.00	121.00-172.50	117	730	1802	2886	3354	4586	4537	4834	3898	5056	3987	2140	1322	836	241	70	41
MANUFACTURING -----	13,757	39.0	150.00	144.50	125.00-168.00	-	42	409	798	1095	1795	1635	1923	1540	2123	1176	501	388	254	47	18	13
NONMANUFACTURING -----	26,682	39.5	149.50	144.00	120.00-175.50	117	688	1393	2088	2259	2792	2902	2911	2358	2934	2811	1639	934	582	195	52	28
WHOLESALE TRADE -----	19,648	39.5	157.00	150.00	125.00-184.50	-	269	580	1048	1547	2007	2214	2002	1897	2261	2575	1561	840	575	194	52	28
RETAIL TRADE -----	5,421	39.0	124.00	120.00	101.50-147.00	117	374	747	876	438	636	504	765	318	465	151	22	5	4	-	-	-
SERVICES -----	723	39.0	128.00	126.50	110.00-144.50	-	45	19	72	156	102	116	64	77	41	24	5	2	-	-	-	-
WORKERS, PAYROLL -----	26,941	39.5	159.00	151.50	130.00-180.00	-	159	653	1264	2132	2507	3002	3036	2779	4505	2729	1710	958	774	470	186	79
MANUFACTURING -----	14,699	39.5	159.00	152.00	130.00-182.00	-	129	377	657	1021	1355	1722	1621	1444	2493	1684	959	517	361	166	136	59
NONMANUFACTURING -----	12,242	39.0	159.00	150.00	128.00-179.00	-	30	275	607	1111	1152	1280	1415	1335	2012	1045	751	441	413	304	51	20
PUBLIC UTILITIES -----	2,692	39.5	199.00	195.50	161.00-240.00	-	-	1	5	77	73	119	183	190	395	384	321	269	356	271	49	-
WHOLESALE TRADE -----	1,768	39.5	158.50	155.50	132.50-177.50	-	-	8	62	158	136	172	208	226	377	202	98	84	33	2	2	-
RETAIL TRADE -----	3,657	39.5	141.00	138.00	116.50-158.00	-	22	163	350	508	475	363	442	437	512	172	133	42	16	22	-	-
FINANCE -----	1,913	38.5	147.00	145.50	128.00-165.00	-	6	42	86	167	217	297	283	225	374	146	59	6	-	5	-	-
SERVICES -----	2,212	39.0	150.00	145.00	126.50-165.50	-	2	61	104	201	251	330	299	257	353	142	140	40	8	4	-	20
PUNCH OPERATORS, CLASS A -----	54,468	39.0	157.50	151.00	135.00-172.50	-	55	197	1124	2923	5329	7965	8369	7476	9958	4112	3388	2263	871	431	8	-
MANUFACTURING -----	18,223	39.5	164.00	156.00	140.00-180.50	-	-	3	135	625	1511	2305	2796	2611	3599	1628	1421	1018	294	268	8	-
NONMANUFACTURING -----	36,246	39.0	154.50	149.00	132.50-169.00	-	55	194	989	2298	3818	5660	5572	4865	6359	2484	1967	1244	577	162	-	-
PUBLIC UTILITIES -----	5,614	39.5	193.00	196.50	164.00-220.00	-	-	-	14	32	90	172	389	516	976	744	1259	918	417	89	-	-
WHOLESALE TRADE -----	6,418	39.5	159.00	154.50	135.00-173.00	-	-	10	134	231	739	897	812	776	1474	518	380	256	128	65	-	-
RETAIL TRADE -----	4,018	39.5	151.00	148.00	131.50-169.00	-	-	6	123	245	423	751	665	488	761	324	160	34	32	8	-	-
FINANCE -----	13,222	38.0	142.00	141.00	126.50-155.50	-	55	165	581	1267	1887	2266	2486	1858	2010	550	91	6	-	-	-	-
SERVICES -----	6,973	39.5	146.00	144.00	134.00-157.50	-	-	14	138	524	680	1574	1221	1228	1139	348	77	31	-	-	-	-

See footnotes at end of table A-30.

Table A-1. Weekly earnings of office workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over 300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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See footnotes at end of table A-30.

Table A-1. Weekly earnings of office workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS-- CONTINUED																						
SECRETARIES - CONTINUED																						
SECRETARIES, CLASS D -----	109,434	38.5	\$ 162.00	\$ 158.00	\$ 140.00-180.00	5	31	552	2011	4226	8123	12381	15249	14374	24582	14189	7337	4068	1296	496	96	19
MANUFACTURING -----	41,100	39.0	164.50	160.00	143.00-180.50	-	7	88	323	952	2638	4318	5842	6076	10223	5332	2506	1920	673	137	64	2
NONMANUFACTURING -----	68,334	38.0	160.50	156.00	138.00-179.50	5	24	463	1688	3274	5485	8063	9407	8298	14759	8857	4832	2147	623	359	32	17
PUBLIC UTILITIES -----	7,607	38.5	186.00	185.00	157.00-211.50	-	-	4	34	158	246	460	562	581	1393	1384	1387	820	290	247	27	15
WHOLESALE TRADE -----	9,271	38.5	155.00	155.00	138.00-175.50	-	-	74	233	450	652	1083	1441	1219	2092	1101	549	174	141	56	5	2
RETAIL TRADE -----	5,397	39.0	155.50	152.00	134.00-176.00	-	3	61	231	280	459	760	678	683	1053	685	382	98	22	3	-	-
FINANCE -----	29,748	37.5	152.50	150.00	132.50-170.00	-	21	294	1029	1878	3210	3972	4607	3760	6176	3229	1145	326	78	24	-	-
SERVICES -----	16,311	38.0	165.00	162.00	143.00-184.00	5	-	30	161	509	919	1788	2119	2055	4045	2458	1369	730	92	29	-	-
STENOGRAPHERS, GENERAL -----	48,316	39.0	149.00	143.00	124.50-168.50	10	259	1218	2937	4976	6121	6457	6109	4490	7206	3780	2600	1484	586	75	7	2
MANUFACTURING -----	18,910	39.5	151.50	147.50	129.00-169.00	-	55	302	838	1719	1883	2561	2656	2173	3516	1558	1102	393	148	7	-	-
NONMANUFACTURING -----	29,406	38.5	147.50	140.00	121.00-167.50	10	204	916	2098	3257	4239	3896	3453	2316	3690	2223	1499	1092	438	68	7	2
PUBLIC UTILITIES -----	9,165	39.5	178.00	177.00	147.50-207.50	-	-	98	91	326	528	727	750	625	1641	1652	1227	1003	421	67	7	2
WHOLESALE TRADE -----	4,039	39.5	143.50	140.00	124.50-160.00	-	15	94	304	377	584	527	553	490	730	170	121	69	4	1	-	-
RETAIL TRADE -----	2,163	39.0	132.50	128.00	114.00-150.00	10	69	97	218	325	387	236	257	175	248	92	31	14	5	-	-	-
FINANCE -----	9,964	38.0	127.00	125.00	113.50-138.00	-	93	550	1334	1835	2132	1734	1104	626	427	103	28	-	-	-	-	-
SERVICES -----	4,076	38.0	141.00	141.00	126.50-158.50	-	28	78	152	394	608	672	790	401	644	205	92	6	8	-	-	-
STENOGRAPHERS, SENIOR -----	55,923	39.0	167.00	162.00	142.00-187.00	-	4	179	715	1819	3861	6056	6779	6309	12586	8286	4446	2930	1444	463	40	3
MANUFACTURING -----	23,955	39.5	171.50	167.50	145.00-192.50	-	-	38	197	770	1311	2247	2672	2688	5182	3899	2132	1841	742	232	4	1
NONMANUFACTURING -----	31,968	38.5	163.50	160.00	140.00-183.00	-	4	141	518	1050	2550	3809	4107	3621	7404	4387	2317	1090	702	232	36	2
PUBLIC UTILITIES -----	5,596	39.5	186.50	186.00	159.00-211.00	-	-	-	92	91	215	208	423	408	845	1322	954	538	357	111	33	-
WHOLESALE TRADE -----	5,330	39.0	174.00	167.50	150.00-195.00	-	-	8	21	96	230	478	456	640	1429	818	496	282	255	120	1	-
RETAIL TRADE -----	1,030	39.0	152.50	149.50	135.00-170.00	-	-	24	31	39	109	143	170	98	243	127	27	6	13	-	-	-
FINANCE -----	11,111	38.0	147.00	144.00	130.00-161.50	-	-	83	260	713	1572	2143	1900	1410	1582	667	334	35	12	-	-	-
SERVICES -----	8,900	37.5	165.00	164.00	147.00-180.00	-	4	26	114	110	423	838	1159	1066	2905	1453	505	228	65	-	2	2
SWITCHBOARD OPERATOR-RECEPTIONISTS-----	39,940	39.0	131.50	127.00	112.00-145.00	76	746	2931	4669	5785	7035	6142	4308	2989	3031	1039	517	289	267	112	1	2
MANUFACTURING -----	16,600	39.5	133.50	130.00	115.00-145.50	35	176	654	1356	2697	3195	2781	2155	1418	1291	455	201	142	39	3	1	2
NONMANUFACTURING -----	23,340	39.0	130.00	125.00	109.50-144.00	41	570	2277	3313	3088	3840	3361	2152	1572	1739	584	316	147	229	109	-	-
PUBLIC UTILITIES -----	2,230	39.5	158.00	140.50	120.00-190.00	-	40	98	165	232	298	251	175	174	134	155	123	98	179	109	-	-
WHOLESALE TRADE -----	7,345	39.0	134.50	130.00	116.00-150.00	-	152	310	650	1047	1239	1333	789	637	749	251	135	33	19	-	-	-
RETAIL TRADE -----	4,806	39.5	114.00	108.00	98.00-126.00	26	224	981	1274	617	671	426	182	157	176	23	21	16	12	-	-	-
FINANCE -----	4,778	38.0	124.50	122.00	106.00-138.00	15	68	635	773	660	848	658	492	265	294	23	27	-	19	-	-	-
SERVICES -----	4,181	38.5	131.00	129.50	115.00-145.00	-	86	253	451	532	785	692	515	339	385	132	11	-	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS A -----	1,624	38.5	217.50	207.00	172.00-256.50	-	-	-	9	8	12	28	65	138	235	235	179	204	121	116	85	191
MANUFACTURING -----	652	39.5	241.50	240.00	184.50-293.50	-	-	-	-	-	1	7	17	42	63	71	47	78	61	54	77	136
NONMANUFACTURING -----	972	38.0	201.50	195.00	165.00-232.00	-	-	-	9	8	11	21	49	96	172	164	132	126	60	62	8	56
FINANCE -----	494	37.0	186.50	184.00	165.00-206.00	-	-	-	8	4	5	3	27	41	138	120	81	37	12	18	-	-
TABULATING-MACHINE OPERATORS, CLASS B -----	2,446	39.0	181.00	176.00	148.50-213.00	-	-	-	23	97	145	161	215	180	475	435	224	204	186	73	29	-
MANUFACTURING -----	702	39.5	196.00	182.50	162.00-237.00	-	-	-	-	2	41	32	72	25	145	105	38	77	83	56	27	-
NONMANUFACTURING -----	1,745	38.5	175.00	172.00	145.00-199.50	-	-	-	23	95	104	129	143	155	330	331	186	127	103	17	2	-
PUBLIC UTILITIES -----	543	39.5	204.50	209.00	182.00-234.00	-	-	-	11	3	3	7	11	13	70	116	143	88	70	9	-	-
WHOLESALE TRADE -----	258	39.5	175.00	173.00	140.00-199.00	-	-	-	-	13	30	18	29	27	18	62	1	34	16	8	2	-
FINANCE -----	700	37.0	159.00	157.50	139.00-178.50	-	-	-	10	52	52	72	88	90	163	123	36	3	12	-	-	-
TABULATING-MACHINE OPERATORS, CLASS C -----	1,570	38.0	147.00	139.00	119.00-170.00	-	48	43	120	196	156	242	172	98	191	149	86	21	33	16	-	-
MANUFACTURING -----	338	39.0	165.00	149.00	135.00-190.00	-	-	6	6	19	30	48	61	23	46	18	29	18	21	12	-	-
NONMANUFACTURING -----	1,232	38.0	142.00	136.00	115.00-165.50	-	48	37	114	176	126	194	111	74	145	131	57	3	12	4	-	-
FINANCE -----	633	37.5	126.50	125.00	107.50-139.00	-	21	36	114	111	97	101	66	27	38	22	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-1. Weekly earnings of office workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS-- CONTINUED																						
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	15,348	38.0	\$ 132.50	\$ 129.50	\$ 115.00-147.00	44	163	909	1750	2354	2526	2332	1887	1301	1360	416	189	60	49	9	-	-
MANUFACTURING -----	3,340	39.0	135.50	135.00	118.00-151.00	-	5	211	227	456	573	595	388	394	325	127	17	14	11	-	-	
NONMANUFACTURING -----	12,008	38.0	132.00	128.00	113.00-145.00	44	158	699	1524	1898	1953	1737	1500	907	1035	289	172	46	38	9	-	
PUBLIC UTILITIES -----	436	39.0	172.00	168.00	132.00-202.00	-	-	2	3	21	70	40	40	27	51	61	49	33	31	9	-	
WHOLESALE TRADE -----	1,458	39.0	136.50	137.50	119.00-156.50	-	18	90	94	207	199	215	190	99	241	90	16	-	-	-	-	
RETAIL TRADE -----	351	38.0	132.00	138.00	108.00-154.00	44	34	3	20	16	5	75	60	15	61	9	4	-	6	-	-	
FINANCE -----	8,371	37.5	126.50	123.00	110.00-140.00	-	107	577	1370	1536	1518	1124	1006	518	502	51	49	13	1	-	-	
SERVICES -----	1,392	38.5	145.00	141.50	130.00-157.50	-	-	27	37	119	161	284	203	248	180	79	54	-	-	-	-	
TYPISTS, CLASS A -----	43,634	38.5	146.00	140.00	123.00-163.50	8	237	903	2751	4825	6382	6494	5412	4133	6299	3136	1490	1081	394	81	4	
MANUFACTURING -----	14,658	39.5	154.50	148.00	128.00-173.50	-	27	196	598	1288	1836	2012	1684	1426	2589	1217	769	718	236	56	4	
NONMANUFACTURING -----	28,976	38.0	142.00	137.00	121.00-158.50	8	210	707	2153	3537	4547	4482	3728	2707	3710	1919	721	364	158	26	-	
PUBLIC UTILITIES -----	3,959	38.5	172.50	168.50	148.50-190.50	-	-	-	11	72	207	371	383	487	944	792	334	241	93	23	-	
WHOLESALE TRADE -----	2,188	39.0	142.50	137.50	123.00-157.00	-	28	17	72	315	334	415	329	161	288	65	128	19	16	1	-	
RETAIL TRADE -----	1,236	39.0	150.00	144.50	125.00-170.00	-	2	13	29	118	208	178	164	116	148	186	74	-	1	2	-	
FINANCE -----	15,511	37.5	130.00	127.50	115.00-142.50	8	180	630	1790	2689	3004	2736	1958	1238	984	186	36	29	43	-	-	
SERVICES -----	6,083	38.5	151.00	149.50	130.50-170.00	-	-	47	252	344	794	782	895	705	1346	690	149	74	5	-	-	
TYPISTS, CLASS B -----	73,615	38.5	123.00	117.50	105.00-135.00	44	2635	8712	13893	13834	11639	7866	5621	2952	3591	1594	546	406	214	70	-	
MANUFACTURING -----	18,215	39.5	129.00	124.50	110.00-142.50	31	295	1235	2587	3385	3042	2419	1884	1246	1169	512	283	94	33	-	-	
NONMANUFACTURING -----	55,400	38.0	120.50	115.00	103.50-132.00	13	2340	7476	11306	10449	8597	5447	3737	1706	2421	1082	263	312	182	70	-	
PUBLIC UTILITIES -----	5,721	39.0	152.50	142.50	125.00-175.00	-	31	135	475	396	874	639	663	348	851	660	179	230	171	70	-	
WHOLESALE TRADE -----	5,611	39.0	122.50	118.00	101.50-135.00	-	356	752	922	831	933	652	398	228	273	132	56	69	9	-	-	
RETAIL TRADE -----	4,026	39.0	121.00	115.00	100.00-137.00	13	342	566	676	585	530	395	263	220	297	129	8	-	2	-	-	
FINANCE -----	33,359	37.5	114.50	112.00	101.50-125.00	-	1509	5401	7959	7200	5197	3075	1706	594	538	147	20	13	-	-	-	
SERVICES -----	6,684	38.0	122.50	117.50	108.00-136.00	-	103	621	1275	1436	1062	687	707	316	462	14	-	-	-	-	-	

See footnotes at end of table A-30.

Table A-2. Weekly earnings of office workers in the Northeast,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS																						
CLERKS, MACHINE (BILLING MACHINE) -----	2,390	38.5	\$ 145.00	\$ 135.00	\$ 117.00-168.00	-	15	191	183	244	419	250	230	147	261	83	221	51	95	-	-	-
MANUFACTURING -----	1,007	39.0	138.50	135.00	120.00-151.00	-	-	48	86	106	223	136	121	90	79	50	59	9	1	-	-	-
NONMANUFACTURING -----	1,382	38.0	150.00	138.00	117.00-175.00	-	15	144	97	138	196	114	109	57	181	33	162	42	54	-	-	-
WHOLESALE TRADE -----	744	37.5	145.00	140.50	120.00-165.00	-	-	12	24	116	133	76	70	55	175	20	55	4	4	-	-	-
CLERKS, MACHINE (BOOKKEEPING MACHINE) -----	1,043	38.0	127.00	116.00	102.00-148.00	50	15	92	175	211	82	112	49	96	111	28	9	11	3	-	-	-
MANUFACTURING -----	301	38.5	133.50	122.50	100.00-156.50	-	-	19	76	49	23	39	15	24	32	2	8	11	3	-	-	-
NONMANUFACTURING -----	742	37.5	124.50	115.00	103.00-143.00	50	15	73	99	162	59	72	34	72	79	26	1	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	1,536	37.5	161.00	156.50	140.00-176.50	-	2	3	21	68	113	178	169	251	355	164	149	49	12	-	-	1
MANUFACTURING -----	674	38.5	162.00	160.00	140.00-175.00	-	-	-	6	40	56	58	31	146	193	15	57	28	-	-	-	1
NONMANUFACTURING -----	861	36.5	160.50	155.00	135.50-183.50	-	2	3	15	29	57	121	138	105	162	145	51	21	12	-	-	-
FINANCE -----	332	36.0	156.50	154.00	133.50-174.00	-	2	3	6	29	15	50	47	65	62	29	-	12	12	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	2,641	38.0	128.50	122.00	110.00-145.00	19	52	175	336	505	482	229	245	346	166	36	43	3	5	-	-	-
MANUFACTURING -----	943	38.0	137.50	130.00	119.00-155.00	-	-	41	61	145	183	107	88	182	87	7	37	1	5	-	-	-
NONMANUFACTURING -----	1,698	37.5	123.50	120.00	109.00-140.00	19	52	134	275	359	299	123	157	165	79	29	6	2	-	-	-	-
WHOLESALE TRADE -----	489	38.0	122.00	115.00	109.00-135.00	-	-	46	91	120	95	30	17	80	6	5	-	-	-	-	-	-
RETAIL TRADE -----	435	38.5	113.50	112.00	104.00-127.50	8	36	38	85	139	55	19	44	12	3	1	-	-	-	-	-	-
FINANCE -----	484	37.0	124.50	120.00	109.00-144.00	-	5	47	92	94	69	45	60	45	20	7	-	-	-	-	-	-
SERVICES -----	251	38.0	136.50	133.00	128.50-153.50	11	11	3	6	5	80	28	34	27	41	4	2	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A -----	25,137	38.0	172.50	167.50	145.00-196.00	-	5	49	957	506	1080	2022	2744	2817	5659	3653	2711	1311	854	460	202	105
MANUFACTURING -----	8,599	38.5	175.50	168.00	150.00-190.00	-	-	-	46	86	273	554	1120	1103	2423	1303	627	387	353	186	130	7
NONMANUFACTURING -----	16,538	37.5	171.00	167.00	140.50-198.50	-	5	49	911	420	808	1468	1624	1714	3236	2350	2084	924	501	274	72	98
PUBLIC UTILITIES -----	3,903	38.0	205.50	200.00	180.50-229.00	-	-	-	-	5	104	91	52	76	629	670	1107	521	333	168	51	94
WHOLESALE TRADE -----	3,499	38.0	159.00	160.00	131.50-182.50	-	-	12	721	23	66	287	223	353	810	487	215	119	98	64	17	4
RETAIL TRADE -----	2,689	38.5	148.50	146.00	131.50-164.00	-	-	24	50	154	238	467	518	422	540	193	74	10	-	-	-	-
FINANCE -----	4,470	36.5	162.50	156.00	139.00-184.50	-	-	7	110	192	332	494	648	643	772	584	446	166	58	17	-	-
SERVICES -----	1,978	37.0	172.50	173.00	150.00-190.50	-	5	5	30	46	67	129	183	220	486	417	242	108	11	25	4	-
CLERKS, ACCOUNTING, CLASS B -----	33,539	38.0	138.50	133.00	115.00-154.50	72	552	2702	3037	3775	4878	4706	3606	3071	3212	2098	601	614	492	122	1	-
MANUFACTURING -----	10,061	38.5	142.00	136.00	120.50-153.50	-	13	292	643	1144	1899	1690	1322	1045	928	451	227	292	101	14	-	-
NONMANUFACTURING -----	23,478	37.5	136.50	131.00	110.00-155.00	72	539	2410	2394	2632	2979	3016	2284	2026	2284	1647	374	322	391	107	1	-
PUBLIC UTILITIES -----	4,145	37.5	180.50	183.00	154.00-195.00	-	-	12	43	91	223	247	247	362	762	1174	274	272	342	95	1	-
WHOLESALE TRADE -----	4,988	38.5	128.00	130.00	108.50-146.00	-	70	939	306	583	604	755	663	523	376	136	19	2	13	-	-	-
RETAIL TRADE -----	5,017	38.0	116.50	112.00	100.00-132.00	18	277	867	1088	694	679	562	403	256	142	25	2	-	-	-	-	-
FINANCE -----	6,358	36.5	130.50	125.00	110.50-143.50	-	77	450	831	1076	1115	939	521	507	502	177	67	48	36	12	-	-
SERVICES -----	2,970	37.5	138.00	140.00	122.00-157.00	54	114	142	127	188	357	513	450	378	503	131	12	-	-	-	-	-
CLERKS, FILE, CLASS A -----	2,467	37.5	140.50	134.00	119.00-155.00	-	20	101	247	278	368	397	281	234	247	142	114	31	5	3	1	-
MANUFACTURING -----	451	38.5	155.00	154.50	131.00-171.50	-	-	-	19	28	61	33	53	69	107	54	16	11	-	-	1	-
NONMANUFACTURING -----	2,016	37.0	137.50	131.00	115.50-150.50	-	20	101	228	250	307	365	229	165	140	87	98	20	5	3	-	-
FINANCE -----	1,370	36.5	130.50	128.00	113.00-143.50	-	1	60	202	209	250	248	179	100	84	18	12	6	1	-	-	-
SERVICES -----	274	36.0	148.00	147.50	130.00-160.00	-	-	-	2	11	54	53	30	55	25	35	7	2	-	-	-	-
CLERKS, FILE, CLASS B -----	6,529	37.0	117.50	113.00	101.00-130.00	1	761	713	1156	1306	967	611	367	282	170	128	51	14	1	-	-	-
MANUFACTURING -----	1,129	38.5	129.00	122.50	111.50-146.00	-	5	37	196	262	159	168	56	124	80	22	20	-	1	-	-	-
NONMANUFACTURING -----	5,400	37.0	115.00	111.00	99.00-126.00	1	756	676	961	1044	808	443	311	158	90	106	31	14	-	-	-	-
PUBLIC UTILITIES -----	298	38.0	158.00	153.00	124.50-188.50	-	-	-	6	9	70	14	38	30	33	67	28	3	-	-	-	-
WHOLESALE TRADE -----	254	38.5	122.00	110.00	95.00-136.50	1	19	81	36	24	31	39	18	19	2	11	3	11	-	-	-	-
FINANCE -----	3,475	36.5	115.50	113.00	105.00-126.00	-	136	450	736	874	626	328	184	89	32	20	-	-	-	-	-	-
SERVICES -----	450	37.0	122.00	120.00	103.00-139.50	-	28	32	112	51	74	45	60	18	23	8	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-2. Weekly earnings of office workers in the Northeast,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300			
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	and over		
ALL WORKERS-- CONTINUED			\$	\$	\$																			
CLERKS, FILE, CLASS C -----	10,772	37.0	111.00	107.50	96.00-121.50	134	723	2487	2409	1953	1377	850	411	185	132	96	8	8	-	-	-	-	-	-
MANUFACTURING -----	1,744	38.0	114.50	110.00	100.00-125.00	4	72	231	486	357	282	148	89	33	28	11	3	-	-	-	-	-	-	
NONMANUFACTURING -----	9,029	37.0	110.50	107.00	95.00-121.00	130	651	2256	1924	1596	1095	702	322	152	103	85	5	8	-	-	-	-	-	
PUBLIC UTILITIES -----	492	37.0	144.50	145.50	115.00-170.00	-	-	29	41	63	59	22	70	42	69	84	5	8	-	-	-	-	-	
WHOLESALE TRADE -----	850	37.0	120.50	120.00	100.00-135.00	-	11	105	136	156	125	154	96	41	25	1	-	-	-	-	-	-	-	
RETAIL TRADE -----	794	38.0	105.50	100.50	92.00-120.00	78	56	231	155	67	91	66	34	13	4	-	-	-	-	-	-	-	-	
FINANCE -----	6,042	37.0	106.00	103.50	94.50-115.00	52	584	1795	1423	1103	564	376	96	46	4	-	-	-	-	-	-	-	-	
SERVICES -----	850	37.0	117.00	118.00	106.50-124.50	-	-	96	169	208	255	84	27	10	1	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	9,690	38.5	144.50	140.00	120.00-160.50	2	178	509	803	685	1149	1333	1366	1086	1197	699	251	204	140	23	38	29	29	
MANUFACTURING -----	3,855	38.5	151.50	144.50	129.00-167.00	-	15	126	115	260	498	516	617	492	546	310	93	135	109	13	8	3	3	
NONMANUFACTURING -----	5,835	38.5	140.00	136.00	112.00-157.00	2	163	383	688	425	651	817	748	594	650	389	158	70	31	10	30	26	26	
WHOLESALE TRADE -----	3,807	38.5	149.00	145.00	126.00-168.00	-	72	167	302	246	263	619	378	508	585	348	154	70	31	9	30	26	26	
RETAIL TRADE -----	1,645	38.5	123.50	120.00	104.00-144.00	2	79	165	313	115	348	150	329	57	51	36	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	5,454	36.5	151.00	145.00	124.00-171.00	-	89	240	359	448	572	712	561	569	795	523	262	112	103	50	55	6	6	
MANUFACTURING -----	3,569	39.0	151.00	145.00	122.00-171.50	-	71	184	196	307	397	482	341	339	513	360	148	93	52	28	51	6	6	
NONMANUFACTURING -----	1,886	38.0	151.00	146.00	124.00-170.50	-	17	55	163	141	175	230	220	230	281	163	114	19	51	22	4	-	-	
PUBLIC UTILITIES -----	397	38.5	189.50	189.00	158.00-215.50	-	-	1	-	9	8	25	28	34	61	74	69	12	50	22	4	-	-	
RETAIL TRADE -----	711	38.0	132.00	125.00	107.50-151.00	-	17	49	122	84	96	44	98	81	71	37	12	-	-	-	-	-	-	
FINANCE -----	279	37.0	148.50	144.00	131.50-162.00	-	-	-	11	8	32	79	23	52	49	12	10	3	-	-	-	-	-	
SERVICES -----	342	38.0	148.50	147.50	131.00-162.00	-	-	5	12	26	36	61	51	55	52	28	13	3	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS A -----	14,181	38.0	156.00	151.00	136.50-168.00	-	55	130	184	354	1296	2143	2468	2356	2956	957	564	536	143	40	-	-	-	
MANUFACTURING -----	5,411	39.0	158.50	155.00	140.00-169.50	-	-	1	33	123	485	737	911	890	1292	440	259	145	32	19	-	-	-	
NONMANUFACTURING -----	8,770	37.5	154.00	150.00	135.50-166.50	-	55	129	152	231	811	1406	1558	1466	1664	517	264	387	111	21	-	-	-	
PUBLIC UTILITIES -----	1,215	38.5	197.00	200.00	170.00-224.50	-	-	-	-	3	54	24	39	70	236	181	163	337	93	15	-	-	-	
WHOLESALE TRADE -----	1,300	38.0	152.50	149.50	133.50-163.50	-	-	10	3	3	220	260	159	183	291	83	35	28	18	6	-	-	-	
RETAIL TRADE -----	1,096	38.5	139.00	137.50	128.00-149.00	-	-	4	88	59	138	303	245	85	141	32	1	-	-	-	-	-	-	
FINANCE -----	4,082	36.5	146.00	146.00	134.00-159.00	-	55	113	33	147	347	723	944	782	722	151	60	6	-	-	-	-	-	
SERVICES -----	1,078	37.5	154.00	152.50	145.00-165.50	-	-	2	28	20	52	96	171	346	274	69	5	16	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS B -----	17,554	37.5	134.50	131.00	115.50-148.50	16	317	797	1547	2436	2777	3183	2343	1303	1673	855	163	111	33	-	-	-	-	
MANUFACTURING -----	4,940	38.5	136.00	132.00	117.50-149.50	-	23	174	366	793	864	868	627	441	403	285	41	37	16	-	-	-	-	
NONMANUFACTURING -----	12,613	37.5	134.00	131.00	115.00-148.00	16	294	623	1180	1642	1913	2315	1717	862	1270	570	122	73	17	-	-	-	-	
PUBLIC UTILITIES -----	1,816	37.5	159.50	160.00	140.00-184.50	-	-	26	75	50	104	231	237	158	441	371	86	28	9	-	-	-	-	
WHOLESALE TRADE -----	2,466	38.0	137.00	131.50	118.00-154.00	-	28	33	239	368	414	411	277	177	363	98	26	25	8	-	-	-	-	
RETAIL TRADE -----	2,089	38.5	122.00	121.00	99.00-142.00	-	190	341	256	208	266	241	272	146	154	4	9	2	-	-	-	-	-	
FINANCE -----	4,295	36.5	128.00	126.50	115.00-140.00	-	19	155	484	846	826	864	629	265	170	37	1	-	-	-	-	-	-	
SERVICES -----	1,947	36.5	133.00	131.00	121.00-143.50	16	57	68	126	171	302	568	303	115	142	60	-	18	-	-	-	-	-	
MESSNGERS -----	10,406	37.0	122.50	117.00	104.00-134.00	58	301	1305	2019	1907	1563	1143	815	375	513	239	67	98	5	-	-	-	-	
MANUFACTURING -----	2,883	37.5	123.00	120.00	106.00-137.00	-	47	313	504	505	472	423	343	124	123	21	6	3	1	-	-	-	-	
NONMANUFACTURING -----	7,523	36.5	122.00	116.00	103.00-134.00	58	254	992	1515	1402	1092	721	473	251	390	218	61	95	4	-	-	-	-	
PUBLIC UTILITIES -----	1,027	37.5	159.00	152.50	132.00-186.00	-	1	6	84	64	51	162	122	73	147	183	49	83	4	-	-	-	-	
WHOLESALE TRADE -----	618	36.5	123.50	120.00	105.00-137.00	-	21	58	127	89	91	96	65	36	10	13	-	12	-	-	-	-	-	
RETAIL TRADE -----	279	37.0	113.00	109.00	98.50-123.00	1	13	57	69	55	31	16	18	4	12	2	-	-	-	-	-	-	-	
FINANCE -----	3,958	36.5	114.50	111.00	101.00-123.50	43	164	615	935	937	564	316	139	97	123	14	12	-	-	-	-	-	-	
SERVICES -----	1,642	36.5	118.50	117.00	100.00-130.00	14	55	256	300	257	355	130	130	41	98	6	-	-	-	-	-	-	-	
SECRETARIES -----	114,313	37.5	183.50	179.50	156.00-205.00	5	54	91	602	1601	3556	6512	8855	11014	25373	22385	15835	8934	4668	2579	1240	1009	1009	
MANUFACTURING -----	51,391	38.5	186.50	182.00	160.00-208.00	-	28	35	86	399	1112	2457	3947	4770	11640	10275	7554	4437	2279	1275	565	533	533	
NONMANUFACTURING -----	62,922	36.5	181.00	176.50	153.50-202.50	5	27	56	516	1202	2444	4055	4908	6244	13733	12111	8281	4497	2389	1305	675	476	476	
PUBLIC UTILITIES -----	7,471	37.0	207.50	205.00	177.50-234.50	-	-	-	6	51	84	151	211	333	1191	1288	1538	1132	643	443	188	213	213	
WHOLESALE TRADE -----	5,424	37.0	182.00	179.00	150.00-204.00	-	-	3	36	235	357	720	856	802	1784	1786	1324	587	433	216	216	68	68	
RETAIL TRADE -----	4,091	37.5	163.50	160.00	140.00-185.00	-	3	11	102	130	303	420	432	625	869	582	410	153	28	17	6	1	1	
FINANCE -----	31,252	36.0	177.50	174.00	151.00-199.00	-	16	33	300	620	1412	21												

See footnotes at end of table A-30.

Table A-2. Weekly earnings of office workers in the Northeast,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300				
						Under \$ 80	and under 90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over			
ALL WORKERS-- CONTINUED																									
SECRETARIES - CONTINUED																									
SECRETARIES, CLASS A -----	7,422	37.0	\$222.50	\$217.50	\$190.50-\$253.00	-	-	1	19	22	58	75	114	316	706	989	1520	1033	1020	703	364	484			
MANUFACTURING -----	3,750	37.5	225.50	221.50	199.50-254.00	-	-	-	-	4	33	24	75	101	323	381	858	622	551	360	177	241			
NONMANUFACTURING -----	3,673	36.5	219.50	212.00	185.00-252.50	-	-	1	19	18	25	51	39	214	382	608	662	411	469	343	187	243			
PUBLIC UTILITIES -----	568	37.0	255.50	259.50	225.50-290.00	-	-	-	-	-	-	-	-	-	40	34	44	73	95	101	85	97			
WHOLESALE TRADE -----	604	37.0	217.50	210.00	190.00-240.00	-	-	-	-	5	10	-	13	88	87	168	48	88	44	21	32				
RETAIL TRADE -----	483	37.5	183.50	185.50	150.00-203.00	-	-	-	19	1	5	16	6	117	50	96	94	46	14	14	4	1			
FINANCE -----	1,427	36.0	221.00	207.00	185.00-255.00	-	-	1	-	12	2	11	16	51	154	302	292	114	165	154	50	105			
SERVICES -----	590	36.5	213.00	220.00	182.50-243.50	-	-	-	-	5	12	15	17	33	50	89	65	130	108	30	27	8			
SECRETARIES, CLASS B -----	25,851	37.5	203.50	199.50	177.00-227.00	-	4	1	37	131	222	516	817	1284	3957	6005	4906	3565	2175	1318	549	365			
MANUFACTURING -----	11,302	38.5	206.50	202.00	183.50-230.00	-	4	1	9	41	48	142	222	531	1500	2864	2192	1705	1080	613	197	153			
NONMANUFACTURING -----	14,549	36.5	201.00	197.00	174.50-225.00	-	-	-	28	90	174	374	595	752	2457	3141	2713	1860	1095	705	352	212			
PUBLIC UTILITIES -----	1,679	37.0	229.50	228.50	200.00-254.00	-	-	-	-	-	-	5	28	25	184	137	341	314	272	207	71	96			
WHOLESALE TRADE -----	2,242	37.0	209.00	201.00	179.50-235.00	-	-	-	-	-	3	66	84	64	356	393	445	316	225	120	135	36			
RETAIL TRADE -----	1,060	37.5	174.00	173.00	150.00-194.00	-	-	-	3	10	45	47	129	127	252	227	152	54	10	3	2	-			
FINANCE -----	7,399	36.5	198.00	195.00	173.00-221.00	-	-	-	-	74	77	206	285	454	1284	1680	1415	913	505	304	132	69			
SERVICES -----	2,169	37.0	193.50	192.00	175.00-213.00	-	-	-	25	6	49	49	69	82	381	704	361	263	84	71	13	11			
SECRETARIES, CLASS C -----	37,784	38.0	184.50	182.50	162.00-205.00	-	30	24	170	293	871	1483	2378	3202	8965	8832	6434	3222	1094	424	259	102			
MANUFACTURING -----	19,016	38.5	186.50	184.50	166.00-205.00	-	19	-	7	53	259	565	1134	1461	4686	4798	3505	1640	444	228	127	90			
NONMANUFACTURING -----	18,768	37.0	182.00	180.00	158.00-204.50	-	11	24	163	239	613	918	1245	1741	4278	4034	2530	1582	650	196	132	12			
PUBLIC UTILITIES -----	3,075	37.0	203.50	204.00	182.50-223.00	-	-	-	-	24	18	24	36	116	481	683	795	539	228	92	28	11			
WHOLESALE TRADE -----	2,578	37.5	185.00	182.50	160.00-207.50	-	-	-	11	44	77	98	201	178	451	694	462	178	84	40	60	-			
RETAIL TRADE -----	1,111	38.5	156.00	154.00	132.00-175.00	-	3	7	25	70	131	121	137	161	232	109	76	36	4	-	-	-			
FINANCE -----	9,322	36.5	177.00	175.00	154.00-198.50	-	-	9	106	95	335	611	686	1032	2300	1924	1251	632	283	19	40	-			
SERVICES -----	2,683	38.0	181.00	179.00	162.50-198.00	-	8	8	22	7	52	65	186	254	815	623	345	198	51	45	4	1			
SECRETARIES, CLASS D -----	41,714	37.0	163.50	161.00	144.00-180.00	5	21	64	364	1116	2332	4344	5436	6078	11472	6343	2742	955	294	97	41	9			
MANUFACTURING -----	16,438	38.0	162.50	160.00	145.00-176.00	-	5	34	71	289	750	1693	2483	2637	5047	2107	805	322	121	37	37	-			
NONMANUFACTURING -----	25,276	36.5	164.00	162.00	142.00-182.50	5	16	30	293	827	1583	2651	2952	3441	6425	4236	1537	633	173	60	4	9			
PUBLIC UTILITIES -----	2,149	37.0	183.50	180.50	159.00-207.00	-	-	-	6	27	65	122	147	192	486	434	358	207	49	43	4	9			
WHOLESALE TRADE -----	3,794	36.5	159.00	155.00	138.00-178.00	-	-	3	14	192	272	547	558	516	795	560	245	46	36	12	-	-			
RETAIL TRADE -----	1,352	37.0	153.50	153.00	135.00-172.00	-	-	4	56	49	120	224	150	208	320	142	73	6	-	-	-	-			
FINANCE -----	12,771	36.0	161.50	160.50	141.00-180.00	-	16	23	194	412	950	1231	1556	1754	3444	2053	833	232	68	5	-	-			
SERVICES -----	5,209	36.5	167.50	165.00	149.00-186.50	5	-	-	24	148	176	526	542	771	1379	1048	428	142	20	-	-	-			
TENOGRAPHERS, GENERAL -----	14,267	38.0	147.00	143.00	125.00-163.50	-	59	249	781	1383	1757	2027	2276	1408	2484	975	464	323	75	3	1	2			
MANUFACTURING -----	6,098	39.0	149.50	147.50	133.00-164.00	-	-	79	274	453	498	780	1245	769	1302	355	196	123	24	1	-	-			
NONMANUFACTURING -----	8,169	37.0	145.00	139.00	122.00-161.00	-	59	170	507	931	1259	1247	1031	639	1182	621	268	200	51	2	1	2			
PUBLIC UTILITIES -----	1,576	38.0	179.00	180.50	151.00-206.50	-	-	-	26	59	56	94	129	105	295	390	234	137	46	2	1	2			
WHOLESALE TRADE -----	939	38.0	147.00	147.50	125.50-162.00	-	3	17	67	48	146	137	76	106	238	29	13	58	-	-	-	-			
RETAIL TRADE -----	707	38.0	133.50	130.00	120.00-155.00	-	38	39	32	70	145	94	84	54	126	16	-	5	5	-	-	-			
FINANCE -----	3,590	36.0	131.50	129.50	118.00-143.00	-	10	84	353	570	813	690	476	252	253	75	14	-	-	-	-	-			
SERVICES -----	1,357	37.0	144.50	143.50	130.00-160.00	-	8	30	29	182	100	233	267	121	270	110	7	-	-	-	-	-			
TENOGRAPHERS, SENIOR -----	17,893	37.5	165.50	165.00	146.50-181.50	-	4	35	134	388	921	1678	2035	2207	5521	3127	1261	383	131	41	27	1			
MANUFACTURING -----	7,517	39.0	167.00	167.50	150.00-183.00	-	-	-	43	195	391	510	704	894	2402	1620	546	169	37	6	1	1			
NONMANUFACTURING -----	10,376	36.5	164.00	163.00	145.00-180.00	-	4	35	92	193	530	1168	1331	1313	3119	1507	716	213	94	35	26	-			
PUBLIC UTILITIES -----	992	37.0	187.50	184.00	156.50-215.00	-	-	-	-	16	33	43	131	46	177	179	181	92	39	30	26	-			
WHOLESALE TRADE -----	1,552	37.5	170.00	167.50	150.00-184.00	-	-	-	-	13	35	139	178	181	521	233	153	63	31	5	-	-			
RETAIL TRADE -----	293	39.0	140.50	135.00	125.00-160.50	-	-	24	30	6	39	60	34	22	59	13	4	3	-	-	-	-			
FINANCE -----	3,556	36.0	158.00	156.00	139.00-173.50	-	-	1	35	122	266	510	531	494	942	380	250	14	11	-	-	-			
SERVICES -----	3,983	36.5	163.50	164.50	149.00-177.00	-	4	10	27	35	158	417	458	571	1420	702	127	42	13	-	-	-			

See footnotes at end of table A-30.

Table A-2. Weekly earnings of office workers in the Northeast, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over
							90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS-- CONTINUED																						
SWITCHBOARD OPERATOR-RECEPTIONISTS-- MANUFACTURING -----	10,412	38.0	\$ 134.00	\$ 130.00	\$ 117.00-148.50	10	203	510	667	1519	1800	1762	1467	1000	1036	235	137	45	23	-	-	-
NONMANUFACTURING -----	5,232	38.5	133.00	130.00	119.00-145.00	10	25	176	336	832	1047	887	879	479	400	94	50	12	8	-	-	-
PUBLIC UTILITIES -----	5,180	37.5	134.50	132.00	115.00-152.00	-	178	334	332	688	753	875	588	521	636	141	87	33	15	-	-	-
WHOLESALE TRADE -----	452	38.5	146.50	138.00	124.00-154.00	-	-	22	10	31	99	76	80	38	19	30	8	27	13	-	-	-
RETAIL TRADE -----	1,921	38.0	139.00	135.00	120.00-156.00	-	65	53	81	273	218	382	177	259	270	95	47	1	1	-	-	-
FINANCE -----	744	38.5	116.00	110.00	95.50-130.00	-	67	157	110	159	56	69	54	6	58	1	-	5	1	-	-	-
SERVICES -----	975	36.5	134.50	134.00	120.00-155.00	-	32	81	68	61	155	192	95	114	147	2	27	-	-	-	-	-
TABULATING-MACHINE OPERATORS, CLASS A -----	1,088	37.0	134.50	135.00	120.00-149.50	-	13	21	62	164	226	157	182	103	142	13	5	-	-	-	-	-
NONMANUFACTURING -----	506	37.0	201.00	185.00	171.00-222.50	-	-	-	-	-	1	-	14	29	133	129	71	39	47	13	16	14
FINANCE -----	351	36.5	188.50	184.00	166.00-204.00	-	-	-	-	-	1	-	8	28	117	98	52	18	25	4	-	-
TABULATING-MACHINE OPERATORS, CLASS B -----	269	35.5	183.50	179.00	165.00-201.00	-	-	-	-	-	1	-	8	27	105	61	47	17	1	2	-	-
NONMANUFACTURING -----	641	37.0	169.00	164.50	141.00-184.00	-	-	-	13	22	45	66	63	78	137	107	35	30	33	8	3	-
FINANCE -----	493	36.5	163.00	158.00	138.00-182.00	-	-	-	13	22	37	60	54	64	100	81	30	8	20	3	-	-
TABULATING-MACHINE OPERATORS, CLASS C -----	308	36.0	164.00	157.00	142.00-182.00	-	-	-	-	5	21	41	43	52	50	61	23	-	12	-	-	-
NONMANUFACTURING -----	653	36.5	142.50	138.00	123.00-162.00	-	2	6	52	93	81	126	88	31	90	69	12	2	1	-	-	-
FINANCE -----	534	36.5	143.50	138.00	120.00-165.00	-	2	-	47	82	71	95	57	27	70	69	11	2	1	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	332	36.0	128.50	128.00	115.00-139.00	-	2	-	47	64	64	77	51	11	13	3	-	-	-	-	-	-
MANUFACTURING -----	3,961	37.0	138.50	137.00	123.00-153.50	-	25	103	220	465	620	764	551	570	491	93	38	17	4	-	-	-
NONMANUFACTURING -----	1,172	37.5	136.50	135.00	125.00-151.00	-	-	47	55	149	169	286	160	127	147	25	1	5	1	-	-	-
WHOLESALE TRADE -----	2,789	36.5	139.00	137.50	123.00-154.00	-	25	56	165	316	451	478	392	443	345	68	37	12	3	-	-	-
FINANCE -----	317	37.5	148.50	149.00	135.00-165.00	-	-	3	-	51	16	33	57	68	54	31	4	-	-	-	-	-
TYPISTS, CLASS A -----	1,973	36.0	135.00	133.00	120.50-150.00	-	6	50	161	246	396	317	300	244	225	22	4	3	-	-	-	-
MANUFACTURING -----	13,343	37.5	144.50	140.00	125.00-160.50	-	74	157	559	1359	2034	2448	1770	1440	2243	766	183	226	68	11	1	3
NONMANUFACTURING -----	4,028	39.0	148.00	145.00	130.00-164.50	-	-	25	58	314	561	756	523	439	1000	264	47	28	7	4	1	3
PUBLIC UTILITIES -----	9,315	36.5	143.00	138.00	124.00-157.00	-	74	133	502	1046	1473	1692	1248	1001	1243	502	136	198	61	7	-	-
WHOLESALE TRADE -----	841	37.5	180.00	177.00	153.50-202.50	-	-	-	-	5	11	56	102	95	209	143	59	135	18	7	-	-
FINANCE -----	620	38.0	140.50	135.00	122.00-152.00	-	-	-	6	112	140	102	99	57	76	3	3	7	16	-	-	-
SERVICES -----	5,871	36.0	134.50	132.00	120.00-146.00	-	74	115	436	824	1107	1247	786	593	493	124	27	23	24	-	-	-
TYPISTS, CLASS B -----	1,719	37.0	155.50	155.50	135.00-174.50	-	-	16	58	89	155	220	207	225	445	221	48	33	3	-	-	-
MANUFACTURING -----	25,850	37.0	124.50	121.00	108.00-137.00	35	985	2141	3949	4913	4519	3481	2520	1245	1225	567	123	93	54	-	-	-
NONMANUFACTURING -----	5,880	38.5	125.50	123.50	110.00-138.50	31	38	349	937	1212	970	945	703	322	281	59	33	1	-	-	-	-
PUBLIC UTILITIES -----	19,970	36.5	124.00	120.00	107.50-136.50	4	946	1792	3013	3701	3549	2536	1817	923	944	508	90	92	54	-	-	-
WHOLESALE TRADE -----	1,946	37.5	156.50	150.50	126.00-181.00	-	-	13	68	59	384	183	251	141	345	324	73	56	49	-	-	-
FINANCE -----	1,529	38.0	127.00	122.50	108.00-140.00	-	55	67	282	246	260	229	142	107	42	54	4	36	5	-	-	-
SERVICES -----	1,156	38.0	111.00	106.00	95.00-122.00	4	93	282	287	155	124	58	60	65	24	4	-	-	-	-	-	-
TYPISTS, CLASS C -----	13,189	36.0	120.00	118.00	105.00-133.00	-	789	1348	2180	2691	2244	1756	1093	493	462	120	13	-	-	-	-	-
SERVICES -----	2,150	36.5	125.00	125.00	110.00-136.50	-	9	82	195	551	537	310	271	117	72	6	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-3. Weekly earnings of office workers in the South,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS																						
CLERKS, MACHINE (BILLING MACHINE)	1,560	39.5	\$ 125.00	\$ 118.50	\$ 101.00-138.50	22	74	201	275	228	277	113	65	71	121	70	12	21	2	8	-	-
MANUFACTURING	424	39.5	126.00	125.00	108.00-130.00	-	9	25	74	35	170	25	25	3	53	5	1	-	-	-	-	-
NONMANUFACTURING	1,136	39.5	124.50	116.00	100.00-139.00	22	65	177	201	192	107	88	41	68	69	65	11	21	2	8	-	-
CLERKS, MACHINE (BOOKKEEPING MACHINE)	1,273	39.5	122.50	116.00	102.00-138.50	23	55	139	236	214	186	108	133	41	88	40	11	-	-	-	-	-
MANUFACTURING	408	39.5	135.50	130.00	115.00-148.00	-	-	12	49	75	68	60	47	15	54	18	11	-	-	-	-	-
NONMANUFACTURING	865	39.5	116.50	110.00	100.00-129.00	23	55	127	186	139	118	47	86	27	35	22	-	-	-	-	-	-
RETAIL TRADE	476	39.5	113.50	110.00	95.00-120.00	23	32	81	74	74	85	32	47	23	7	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A	1,450	39.0	144.00	144.50	123.00-160.00	-	7	12	112	180	190	154	138	288	241	45	38	38	4	3	-	-
MANUFACTURING	490	39.5	159.50	158.00	150.00-163.00	-	-	-	20	-	42	16	18	179	146	22	20	23	-	-	-	-
NONMANUFACTURING	960	39.0	136.50	132.50	117.00-151.50	-	7	12	93	180	148	138	120	109	95	23	18	15	-	3	-	-
RETAIL TRADE	300	39.5	128.50	130.00	110.00-140.50	-	7	-	66	38	35	65	51	15	17	2	3	-	-	-	-	-
FINANCE	281	39.0	139.00	140.50	116.00-153.00	-	-	12	26	75	9	12	52	44	23	8	11	9	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B	3,162	39.0	120.50	115.50	104.00-135.00	-	207	347	610	518	481	310	284	155	209	29	9	2	-	-	-	-
MANUFACTURING	744	39.5	133.00	130.00	115.00-149.00	-	12	26	117	63	152	73	116	53	119	7	7	-	-	-	-	-
NONMANUFACTURING	2,418	39.0	116.50	113.00	100.00-132.00	-	194	321	493	455	330	238	168	102	90	22	2	2	-	-	-	-
WHOLESALE TRADE	590	40.0	120.50	120.00	102.50-135.00	-	27	77	128	58	65	118	54	34	28	2	-	-	-	-	-	-
RETAIL TRADE	688	39.5	116.00	110.00	102.00-120.00	-	39	67	164	182	117	47	18	19	13	20	2	2	-	-	-	-
FINANCE	712	38.5	109.50	107.00	98.00-119.50	-	126	83	158	171	73	53	33	17	-	-	-	-	-	-	-	-
SERVICES	285	39.5	127.50	122.50	110.00-157.00	-	2	31	36	45	73	6	12	32	47	-	-	-	-	-	-	-
CLERKS, ACCOUNTING, CLASS A	23,177	39.5	167.00	159.00	137.50-186.50	-	-	89	551	1002	2180	2596	2771	2600	4460	2519	1720	937	681	707	249	114
MANUFACTURING	6,671	39.5	175.00	165.00	140.50-194.50	-	-	2	48	126	626	753	720	678	1348	886	477	272	193	307	143	93
NONMANUFACTURING	16,506	39.0	164.00	156.00	136.00-184.00	-	-	87	504	876	1555	1844	2051	1922	3111	1634	1243	665	488	399	106	21
PUBLIC UTILITIES	3,316	39.0	201.50	200.00	171.00-227.50	-	-	4	2	10	31	181	128	203	509	485	760	338	247	339	64	16
WHOLESALE TRADE	3,386	40.0	168.50	162.00	138.50-186.50	-	-	-	73	166	297	325	332	347	789	411	208	217	156	44	16	6
RETAIL TRADE	3,005	39.5	149.50	145.00	128.00-165.00	-	-	51	129	285	315	325	522	426	537	243	96	27	36	7	7	-
FINANCE	4,774	38.5	147.50	144.50	127.50-162.00	-	-	9	274	331	671	717	744	666	844	339	74	47	46	9	3	-
SERVICES	2,025	39.5	154.50	150.00	134.50-169.00	-	-	23	26	84	241	296	325	280	432	156	107	37	3	1	16	-
CLERKS, ACCOUNTING, CLASS B	35,604	39.5	130.50	125.00	110.00-143.00	46	954	3849	4880	6208	6733	5444	3575	2223	2701	1592	652	273	284	180	9	-
MANUFACTURING	9,253	39.5	135.00	128.00	115.00-146.00	-	80	415	1015	1357	1967	1453	928	624	675	288	177	79	36	150	9	-
NONMANUFACTURING	30,351	39.0	129.00	123.00	108.00-142.00	46	875	3434	3865	4851	4766	3991	2647	1599	2027	1304	475	193	248	30	-	-
PUBLIC UTILITIES	5,155	39.0	161.00	158.00	130.50-186.00	-	8	53	160	560	437	508	506	411	825	978	314	129	244	21	-	-
WHOLESALE TRADE	5,029	40.0	132.50	130.00	114.00-145.00	-	75	337	490	651	915	907	530	439	382	147	120	23	4	9	-	-
RETAIL TRADE	7,770	39.5	120.00	116.00	102.00-132.50	46	275	1225	1214	1399	1271	817	655	330	405	98	27	7	-	-	-	-
FINANCE	8,889	38.5	117.50	115.00	103.50-129.00	-	470	1422	1553	1676	1600	1189	458	217	224	40	7	34	-	-	-	-
SERVICES	3,508	39.5	125.00	125.00	109.50-140.00	-	47	397	447	565	543	570	499	202	191	40	7	-	-	-	-	-
CLERKS, FILE, CLASS A	1,553	39.0	148.00	136.00	115.50-174.50	3	8	80	201	161	232	116	140	104	191	144	37	81	27	25	1	3
MANUFACTURING	260	38.5	167.00	172.00	140.50-189.00	-	-	-	15	30	14	5	32	11	61	43	13	26	6	1	-	2
NONMANUFACTURING	1,293	39.0	144.00	132.50	112.50-164.00	3	8	80	186	131	218	110	107	93	130	101	24	56	21	24	1	1
FINANCE	847	38.5	128.50	125.50	107.00-140.00	-	8	74	165	110	171	95	75	53	46	45	-	1	3	-	-	-
CLERKS, FILE, CLASS B	6,983	39.0	112.00	104.50	95.00-120.00	16	801	1846	1473	1100	596	411	285	138	123	51	30	66	37	11	-	-
MANUFACTURING	729	39.5	124.50	120.00	103.00-140.00	-	31	111	93	126	99	86	52	57	55	7	5	3	-	1	-	-
NONMANUFACTURING	6,254	39.0	110.50	103.50	94.50-117.50	16	771	1735	1380	973	498	325	234	81	63	44	25	63	37	10	-	-
PUBLIC UTILITIES	551	38.5	159.50	141.00	122.50-193.00	-	5	15	17	55	94	87	49	35	33	31	24	61	37	10	-	-
WHOLESALE TRADE	628	40.0	116.50	110.00	98.00-130.00	-	33	167	106	81	79	43	72	10	26	9	1	2	-	-	-	-
RETAIL TRADE	312	39.5	108.00	105.00	98.00-117.50	1	45	43	81	85	22	20	8	2	1	3	-	-	-	-	-	-
FINANCE	4,361	38.5	102.50	100.00	92.00-110.00	15	681	1414	1118	690	217	143	75	8	-	-	-	-	-	-	-	-
SERVICES	402	39.5	117.00	113.00	99.00-127.00	-	7	96	58	62	86	32	30	27	3	1	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-3. Weekly earnings of office workers in the South, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²	\$ 70	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300			
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over			
ALL WORKERS-- CONTINUED			\$	\$	\$																				
CLERKS, FILE, CLASS C -----	8,620	39.0	101.50	96.00	88.50-108.00	212	2167	2678	1658	672	508	241	292	45	38	90	8	3	9	-	-	-			
MANUFACTURING -----	701	39.0	106.00	104.50	94.00-115.00	23	84	161	193	106	83	21	21	5	2	2	-	-	1	-	-	-			
NONMANUFACTURING -----	7,919	38.5	101.00	95.50	88.50-107.00	189	2083	2518	1465	567	425	219	271	39	37	88	8	3	8	-	-	-			
WHOLESALE TRADE -----	726	39.5	111.50	102.50	92.00-115.00	-	83	204	193	81	38	23	27	3	3	72	-	-	-	-	-	-			
RETAIL TRADE -----	574	39.5	101.00	97.00	84.00-113.50	36	171	99	100	52	54	22	40	-	1	-	-	-	-	-	-	-			
FINANCE -----	5,838	38.5	97.50	94.50	88.00-102.50	153	1765	1999	1003	393	287	127	76	24	8	1	1	-	-	-	-	-			
SERVICES -----	552	38.5	112.00	107.00	92.00-133.50	-	56	151	161	11	21	24	124	-	4	-	-	-	-	-	-	-			
CLERKS, ORDER -----	9,287	40.0	138.50	136.00	113.50-158.00	5	315	597	860	1009	1189	1039	1024	1059	1127	701	208	74	46	34	2	-			
MANUFACTURING -----	1,907	39.5	142.50	140.00	120.00-163.00	-	8	58	215	179	253	196	205	229	340	174	50	1	-	-	-	-			
NONMANUFACTURING -----	7,380	40.0	137.50	136.00	112.00-156.00	5	307	539	645	830	936	842	820	830	787	527	158	73	46	34	2	-			
WHOLESALE TRADE -----	5,478	40.0	139.00	136.00	114.00-156.00	-	194	286	456	693	801	675	535	626	470	448	143	72	46	34	2	-			
RETAIL TRADE -----	1,691	39.5	132.00	136.00	102.00-158.00	5	107	247	169	102	129	142	234	180	297	69	11	1	-	-	-	-			
CLERKS, PAYROLL -----	6,541	39.5	150.00	142.50	121.00-168.50	-	53	239	378	758	801	807	708	700	884	508	290	145	115	95	51	8			
MANUFACTURING -----	3,069	39.5	150.50	140.50	123.50-169.00	-	45	113	165	286	364	488	336	286	413	278	126	57	30	21	51	8			
NONMANUFACTURING -----	3,472	39.5	150.00	144.00	120.00-168.50	-	9	126	212	472	437	319	372	415	471	230	164	88	85	73	-	-			
PUBLIC UTILITIES -----	677	39.5	190.50	180.50	152.00-232.50	-	-	-	1	34	44	24	51	60	91	113	58	62	67	73	-	-			
WHOLESALE TRADE -----	461	39.5	146.50	144.00	116.00-159.50	-	-	8	13	103	48	46	52	76	48	22	16	15	14	-	-	-			
RETAIL TRADE -----	1,121	39.5	136.50	130.00	114.50-155.00	-	4	83	132	167	159	92	105	150	136	30	53	11	-	-	-	-			
FINANCE -----	705	38.5	141.50	140.00	121.00-161.00	-	5	28	16	92	107	98	118	62	124	48	8	-	-	-	-	-			
SERVICES -----	507	39.5	140.50	135.00	119.00-156.50	-	-	7	50	76	80	60	46	67	73	17	28	-	4	-	-	-			
KEYPUNCH OPERATORS, CLASS A -----	13,585	39.5	148.50	142.00	127.50-161.00	-	-	62	571	1471	1667	2444	2104	1596	1722	714	733	285	100	116	-	-			
MANUFACTURING -----	2,596	39.5	159.50	154.00	134.00-170.50	-	-	2	9	173	293	296	397	381	532	151	108	188	22	45	-	-			
NONMANUFACTURING -----	10,990	39.0	146.00	140.00	125.50-158.50	-	-	60	562	1298	1375	2148	1707	1215	1191	564	626	96	78	71	-	-			
PUBLIC UTILITIES -----	1,187	39.5	189.50	199.50	168.50-210.50	-	-	-	14	19	21	40	98	63	120	249	451	42	39	30	-	-			
WHOLESALE TRADE -----	1,724	40.0	156.50	148.00	134.00-169.00	-	-	-	54	50	231	252	317	260	269	74	96	43	37	41	-	-			
RETAIL TRADE -----	1,112	40.0	151.50	149.50	130.00-173.00	-	-	2	28	81	132	176	139	158	194	151	41	9	1	-	-	-			
FINANCE -----	3,771	38.5	131.00	129.00	116.00-145.00	-	-	47	385	805	730	624	583	281	273	18	25	-	-	-	-	-			
SERVICES -----	3,195	39.5	139.50	136.00	130.00-150.00	-	-	12	80	343	261	1056	570	452	335	71	13	2	-	-	-	-			
KEYPUNCH OPERATORS, CLASS B -----	23,391	39.5	129.00	124.00	110.50-138.50	16	470	1490	3037	4176	5132	3430	1995	1234	1143	568	223	171	276	28	-	-			
MANUFACTURING -----	5,033	39.5	132.00	126.00	114.00-143.00	-	53	154	625	888	1182	736	376	367	359	136	68	53	25	12	-	-			
NONMANUFACTURING -----	18,358	39.5	128.00	123.00	110.00-138.00	16	418	1336	2411	3288	3950	2694	1619	868	785	432	155	119	251	16	-	-			
PUBLIC UTILITIES -----	1,874	39.0	168.00	165.00	131.00-194.50	-	43	9	39	142	207	149	157	116	327	242	121	50	224	8	-	-			
WHOLESALE TRADE -----	3,602	39.5	130.00	125.50	115.00-140.50	-	54	157	228	608	741	651	491	223	89	84	22	25	24	5	-	-			
RETAIL TRADE -----	2,976	39.5	132.00	130.00	116.00-148.00	16	28	163	201	551	480	499	349	333	246	97	12	4	-	-	-	-			
FINANCE -----	4,933	38.5	116.50	115.00	103.50-130.00	-	177	770	1079	892	782	735	344	99	53	2	-	-	-	-	-	-			
SERVICES -----	4,973	39.5	120.50	123.00	110.00-129.00	-	116	238	865	895	1740	660	278	98	69	7	-	-	3	3	-	-			
MESSENGERS -----	6,637	38.5	116.00	109.50	94.50-130.50	25	887	1380	1109	891	629	509	341	401	209	133	75	28	20	2	-	-			
MANUFACTURING -----	1,179	39.5	119.00	112.50	98.00-134.00	-	81	232	217	180	127	88	79	105	15	32	20	2	-	-	-	-			
NONMANUFACTURING -----	5,458	38.5	115.50	108.00	94.00-130.00	25	806	1148	892	710	502	422	261	296	193	101	55	25	20	2	-	-			
PUBLIC UTILITIES -----	1,054	38.5	139.00	134.00	113.00-153.50	-	37	75	87	132	143	139	101	134	79	47	40	22	17	2	-	-			
WHOLESALE TRADE -----	441	40.0	124.50	122.00	106.00-143.00	-	24	46	72	65	62	49	46	34	20	22	-	-	-	-	-	-			
RETAIL TRADE -----	273	39.5	118.50	115.00	100.00-131.00	3	10	50	53	39	30	35	13	18	20	3	-	-	-	-	-	-			
FINANCE -----	3,001	38.0	103.50	98.00	90.00-110.50	22	711	916	571	315	154	161	60	36	42	12	-	-	-	-	-	-			
SERVICES -----	690	38.5	126.50	118.00	109.50-144.00	-	24	61	109	160	113	38	41	74	33	17	15	3	3	-	-	-			
SECRETARIES -----	70,700	39.0	169.00	162.00	140.00-191.00	-	19	431	1262	3105	5255	7170	8318	7120	15073	8821	5998	3831	2042	1329	572	35			
MANUFACTURING -----	21,728	39.5	175.00	168.00	145.00-196.50	-	-	67	158	541	1316	2035	2368	2227	5021	2884	1960	1449	789	618	169	12			
NONMANUFACTURING -----	48,972	39.0	166.50	160.00	138.00-187.50	-	19	364	1105	2564	3939	5136	5951	4894	10051	5938	4038	2382	1253	711	403	22			
PUBLIC UTILITIES -----	6,880	39.5	200.50	202.00	167.50-228.50	-	-	1	16	101	172	290	339	353	965	1040	1390	1029	616	348	120	10			
WHOLESALE TRADE -----	6,813	39.5	175.00	166.00	146.00-195.00	-	-	52	120	276	361	500	768	782	1556	890	488	305	266	179	212	5			
RETAIL TRADE -----	4,990	39.5	164.00	162.00	140.00-185.50	-	-	66	124	201	287	542	558	555	1200	715	416	196	81	19	15	1			
FINANCE -----	20,416	38.5	151.00	148.50	129.50-168.00	-	19	205	672	1671	2548	2820	3092	2220	4045	1910	773	277	88	63	4	4			
SERVICES -----	9,874	39.0	169.00	164.00	142.00-191.00	-	-	39	173	315	572	983	1194	984	2285	1383	971	574	202	102	52	-			

See footnotes at end of table A-30.

Table A-3. Weekly earnings of office workers in the South,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS-- CONTINUED																						
SECRETARIES - CONTINUED																						
SECRETARIES, CLASS A -----	4,856	39.5	\$ 192.50	\$ 184.00	\$ 160.00-215.00	-	-	-	27	76	145	262	349	340	1007	879	658	319	235	205	154	200
MANUFACTURING -----	1,753	39.5	190.00	180.00	154.00-209.50	-	-	-	-	14	50	116	197	125	364	289	256	75	52	73	63	79
NONMANUFACTURING -----	3,104	39.0	194.00	186.50	161.50-219.00	-	-	-	27	62	95	146	153	216	643	590	402	243	182	133	91	122
PUBLIC UTILITIES -----	456	39.5	231.00	236.00	197.50-259.00	-	-	-	-	15	-	-	-	4	30	67	61	71	95	54	29	30
WHOLESALE TRADE -----	496	39.5	203.50	193.50	165.50-230.00	-	-	-	-	6	16	2	25	42	124	76	61	31	13	25	36	39
RETAIL TRADE -----	503	39.5	173.00	168.00	150.00-195.00	-	-	-	16	32	31	28	14	59	110	105	49	32	11	5	1	8
FINANCE -----	1,081	38.5	181.00	178.50	155.50-201.50	-	-	-	1	8	39	87	87	68	275	219	161	63	40	26	4	3
SERVICES -----	567	39.0	200.00	185.00	167.00-230.00	-	-	-	10	-	9	29	27	43	104	122	70	46	24	23	21	41
SECRETARIES, CLASS B -----	15,905	39.0	179.50	172.50	150.00-203.50	-	15	58	170	393	737	1210	1346	1361	3807	2485	1679	1162	680	523	212	69
MANUFACTURING -----	4,723	39.5	187.50	180.50	157.50-213.00	-	-	10	15	77	181	253	334	349	1108	824	549	415	266	262	63	18
NONMANUFACTURING -----	11,183	39.0	176.00	170.00	149.00-198.50	-	15	48	155	316	557	957	1012	1012	2699	1660	1130	747	414	261	149	51
PUBLIC UTILITIES -----	1,650	39.5	211.00	215.50	178.00-238.00	-	-	-	1	11	38	51	52	66	206	175	347	306	173	131	61	33
WHOLESALE TRADE -----	1,733	39.5	185.50	175.00	152.00-216.00	-	-	-	12	80	73	98	136	128	390	291	116	127	120	85	65	11
RETAIL TRADE -----	1,142	39.5	161.00	158.00	137.00-187.50	-	-	34	52	60	41	140	110	152	202	208	101	22	16	2	1	2
FINANCE -----	5,236	38.5	162.50	161.00	142.50-179.50	-	15	14	80	164	374	503	655	611	1543	731	343	147	31	23	-	3
SERVICES -----	1,423	39.0	185.00	182.00	161.00-210.00	-	-	-	10	1	31	166	59	55	357	255	223	145	75	20	23	2
SECRETARIES, CLASS C -----	23,728	39.0	172.00	165.50	145.00-193.00	-	-	64	283	763	1502	2050	2750	2455	5853	3095	2070	1392	731	476	185	61
MANUFACTURING -----	8,373	39.5	178.00	171.00	150.50-198.00	-	-	10	62	135	318	553	912	959	2319	1058	737	654	335	255	37	28
NONMANUFACTURING -----	15,355	39.0	168.50	163.00	140.50-188.50	-	-	54	220	628	1184	1497	1837	1496	3534	2038	1333	738	395	221	148	33
PUBLIC UTILITIES -----	2,353	39.0	198.00	200.00	168.00-225.50	-	-	1	-	39	62	98	106	143	332	393	486	352	215	86	21	20
WHOLESALE TRADE -----	2,183	39.5	183.00	177.00	153.00-203.00	-	-	2	35	25	89	174	140	214	522	396	221	120	80	54	106	5
RETAIL TRADE -----	1,641	39.5	168.50	165.00	145.00-184.00	-	-	16	9	57	97	121	164	165	566	185	114	78	42	12	13	5
FINANCE -----	5,955	38.5	150.50	149.50	132.50-165.50	-	-	16	128	428	771	862	1006	742	1289	498	166	28	7	14	-	3
SERVICES -----	3,220	39.0	171.50	170.00	145.00-195.00	-	-	18	48	79	165	243	422	232	825	567	346	161	52	55	8	-
SECRETARIES, CLASS D -----	25,928	39.0	155.00	149.50	131.00-172.50	-	4	309	784	1873	2872	3648	3861	2954	4356	2329	1573	934	333	73	17	9
MANUFACTURING -----	6,846	39.5	158.50	151.50	133.00-175.00	-	-	46	81	314	768	1112	925	794	1231	705	415	302	127	15	6	2
NONMANUFACTURING -----	19,082	39.0	153.50	148.00	130.00-171.00	-	4	263	703	1558	2103	2536	2936	2160	3125	1620	1159	632	206	58	12	7
PUBLIC UTILITIES -----	2,313	39.5	187.50	187.50	160.00-216.50	-	-	-	15	36	72	141	181	133	388	404	494	286	108	44	7	5
WHOLESALE TRADE -----	2,355	40.0	152.50	150.00	135.50-165.50	-	-	50	73	165	183	226	463	398	520	126	90	20	24	10	5	2
RETAIL TRADE -----	1,686	39.5	159.50	153.50	138.00-182.00	-	-	16	47	52	118	254	264	179	314	216	148	65	13	-	-	-
FINANCE -----	8,065	38.5	140.00	138.00	121.00-153.50	-	4	176	463	1071	1363	1369	1342	796	504	434	93	39	10	-	-	-
SERVICES -----	4,664	38.5	159.00	154.00	138.00-174.50	-	-	21	106	235	367	546	686	654	999	440	333	223	51	4	-	-
ENCGRAPHERS, GENERAL -----	14,520	39.0	146.00	138.50	120.00-163.00	10	140	580	1001	1774	2110	1748	1625	1469	1847	904	536	400	343	32	-	-
MANUFACTURING -----	4,490	39.5	151.50	149.00	126.00-167.00	-	22	45	90	568	580	524	507	673	791	278	218	96	100	-	-	-
NONMANUFACTURING -----	10,030	39.0	143.50	135.50	116.50-161.00	10	118	536	911	1207	1530	1224	1118	797	1056	626	319	304	243	32	-	-
PUBLIC UTILITIES -----	3,555	39.0	171.00	168.50	138.00-196.50	-	-	78	36	189	327	333	300	281	657	497	288	298	239	32	-	-
WHOLESALE TRADE -----	1,644	40.0	135.50	133.50	117.50-150.00	-	12	54	171	195	278	242	234	215	187	42	14	1	-	-	-	-
RETAIL TRADE -----	622	39.5	132.50	126.00	114.00-152.00	-	24	20	27	136	130	55	51	60	61	45	3	2	-	-	-	-
FINANCE -----	3,214	38.5	121.50	121.00	107.00-134.50	-	82	353	582	553	624	443	327	166	62	9	14	-	-	-	-	-
SERVICES -----	954	39.0	135.50	138.00	116.00-149.50	-	-	31	96	133	171	150	207	75	89	33	-	4	4	-	-	-
ENCGRAPHERS, SENIOR -----	12,323	39.0	166.50	160.50	140.00-185.50	-	-	82	184	569	1006	1245	1779	1145	2451	1657	847	702	396	251	6	2
MANUFACTURING -----	4,364	39.5	171.50	162.00	141.50-191.50	-	-	9	55	158	311	424	657	428	790	587	204	458	164	121	-	-
NONMANUFACTURING -----	7,960	39.0	163.50	160.00	138.00-184.50	-	-	74	129	411	695	821	1122	717	1661	1071	643	245	233	130	6	2
PUBLIC UTILITIES -----	1,907	39.5	176.50	176.00	150.00-201.00	-	-	-	4	32	96	112	234	180	330	429	339	73	48	28	3	-
WHOLESALE TRADE -----	1,645	40.0	181.00	170.50	150.00-211.00	-	-	8	-	39	126	117	116	106	405	237	147	92	149	102	1	-
FINANCE -----	2,188	38.5	139.00	138.00	121.50-151.50	-	-	51	112	292	337	415	378	227	269	62	31	14	-	-	-	-
SERVICES -----	2,000	39.0	164.50	161.00	146.00-182.00	-	-	14	12	27	119	160	371	175	582	317	126	66	27	-	2	2

See footnotes at end of table A-30.

Table A-3. Weekly earnings of office workers in the South,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$ 70 and under	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over		
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300			
ALL WORKERS-- CONTINUED																								
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	11,095	39.5	\$ 124.00	\$ 120.00	\$ 104.00-137.00	51	324	1322	1876	1768	1999	1344	872	625	495	172	89	57	41	57	-	-	-	-
NONMANUFACTURING -----	3,821	39.5	127.00	124.00	110.00-140.00	25	73	256	508	766	691	541	346	243	254	49	29	33	4	-	-	-	-	
PUBLIC UTILITIES -----	7,274	39.5	122.50	118.50	100.00-134.50	27	252	1066	1368	1001	1308	803	526	382	241	123	60	24	37	57	-	-	-	
WHOLESALE TRADE -----	654	39.5	150.50	128.00	115.00-167.50	-	17	45	73	94	107	75	34	38	12	17	39	10	35	57	-	-	-	
RETAIL TRADE -----	1,969	40.0	127.00	124.00	111.00-138.00	-	54	96	316	328	357	357	169	127	103	40	10	13	2	-	-	-	-	
FINANCE -----	1,943	40.0	109.00	104.00	95.00-120.00	11	110	503	590	190	328	43	78	42	39	2	5	1	-	-	-	-	-	
SERVICES -----	1,494	38.0	117.00	114.00	103.50-127.00	15	12	311	272	243	304	129	99	79	23	7	-	-	-	-	-	-	-	
TABULATING-MACHINE OPERATORS, CLASS B -----	567	39.0	166.00	166.00	138.00-184.00	-	-	-	10	58	49	41	53	27	146	101	24	39	11	9	1	-	-	
NONMANUFACTURING -----	437	39.0	162.50	164.00	133.00-184.50	-	-	-	10	58	32	29	46	22	108	70	21	35	3	3	-	-	-	
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	4,653	38.5	127.50	122.00	109.00-141.00	-	113	333	872	795	671	569	528	255	314	130	50	-	18	6	-	-	-	
MANUFACTURING -----	702	39.5	132.00	132.00	110.00-144.50	-	-	44	83	119	99	99	113	74	55	6	-	-	10	-	-	-	-	
NONMANUFACTURING -----	3,952	38.5	127.00	121.00	108.00-140.00	-	113	289	789	676	572	470	415	181	259	124	50	-	8	6	-	-	-	
FINANCE -----	2,881	38.0	118.50	114.00	104.00-128.50	-	95	279	778	589	462	261	223	114	53	19	9	-	-	-	-	-	-	
TYPISTS, CLASS A -----	9,314	39.0	144.00	138.00	120.00-163.00	8	123	356	778	1022	1342	1173	1039	827	1259	813	289	182	93	10	-	-	-	
MANUFACTURING -----	2,359	39.5	151.50	140.00	121.50-172.50	-	26	104	152	260	245	369	223	245	271	146	100	169	82	6	-	-	-	
NONMANUFACTURING -----	6,915	38.5	141.50	137.00	119.50-160.00	8	97	253	626	761	1097	804	816	582	988	667	189	13	12	4	-	-	-	
PUBLIC UTILITIES -----	1,948	38.5	164.50	168.50	143.00-188.50	-	-	-	4	57	144	223	162	265	507	492	73	6	12	4	-	-	-	
WHOLESALE TRADE -----	429	39.5	134.00	130.00	121.00-145.00	-	-	-	30	75	66	113	92	5	27	7	13	1	-	-	-	-	-	
RETAIL TRADE -----	332	40.0	160.50	160.00	124.00-195.00	-	-	11	10	20	65	15	30	10	23	93	56	-	-	-	-	-	-	
FINANCE -----	2,874	38.0	123.50	121.00	109.00-135.00	8	97	236	502	537	575	296	295	141	160	17	4	6	-	-	-	-	-	
SERVICES -----	1,332	39.0	144.50	140.00	124.00-160.00	-	-	6	81	73	247	156	236	161	272	58	43	-	-	-	-	-	-	
TYPISTS, CLASS B -----	16,409	39.0	117.50	110.50	100.00-126.50	4	1064	2912	3744	3102	1892	1201	876	496	566	263	61	67	94	70	-	-	-	
MANUFACTURING -----	3,017	39.5	125.00	119.50	109.50-139.00	-	124	162	489	751	445	306	301	190	132	89	25	6	-	-	-	-	-	
NONMANUFACTURING -----	13,392	39.0	116.00	109.50	99.00-124.00	4	940	2751	3255	2352	1447	895	575	306	434	174	36	62	94	70	-	-	-	
PUBLIC UTILITIES -----	1,985	39.5	143.50	132.00	110.50-158.00	-	13	98	325	275	270	238	175	107	168	97	10	45	94	70	-	-	-	
WHOLESALE TRADE -----	1,719	40.0	112.00	103.50	92.00-121.00	-	246	515	271	155	234	92	56	28	37	48	21	17	-	-	-	-	-	
RETAIL TRADE -----	1,167	39.5	118.00	115.50	94.00-138.00	4	214	127	129	141	136	136	113	98	63	7	-	-	-	-	-	-	-	
FINANCE -----	6,795	38.5	108.00	106.00	98.00-115.00	-	411	1711	2030	1523	617	312	118	30	19	19	5	-	-	-	-	-	-	
SERVICES -----	1,727	39.0	117.50	110.00	100.00-130.00	-	56	299	499	258	191	117	114	43	147	3	-	-	-	-	-	-	-	

See footnotes at end of table A-30.

Table A-4. Weekly earnings of office workers in the North Central region,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300			
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over		
ALL WORKERS																								
CLERKS, MACHINE (BILLING MACHINE)	2,670	39.5	\$ 153.50	\$ 140.00	\$ 115.00-188.50	3	31	298	205	234	255	205	337	182	183	142	256	97	228	13	-	-	-	-
MANUFACTURING	878	39.5	138.00	139.00	118.50-150.00	-	30	15	46	138	118	98	167	120	80	51	14	-	-	-	-	-	-	-
NONMANUFACTURING	1,792	39.5	161.00	146.50	110.00-210.00	3	1	283	159	96	137	107	170	62	103	91	242	97	228	13	-	-	-	-
PUBLIC UTILITIES	668	40.0	221.50	220.50	202.00-251.00	-	-	-	-	7	-	-	20	-	36	36	232	97	227	13	-	-	-	-
WHOLESALE TRADE	767	40.0	128.00	125.00	98.00-147.00	-	-	212	84	40	114	61	89	54	49	53	10	-	1	-	-	-	-	-
CLERKS, MACHINE (BOOKKEEPING MACHINE)	1,080	39.5	129.00	125.00	109.50-146.00	-	21	96	168	138	169	116	152	113	41	43	14	2	6	-	-	-	-	-
MANUFACTURING	328	39.5	144.50	144.00	125.00-157.50	-	-	3	9	21	84	31	73	27	31	41	8	-	-	-	-	-	-	-
NONMANUFACTURING	752	39.0	122.00	116.00	103.50-140.00	-	21	93	159	117	85	85	79	87	10	2	6	2	6	-	-	-	-	-
RETAIL TRADE	385	39.5	114.00	110.00	99.00-130.00	-	18	85	71	63	49	52	10	38	-	-	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS A	2,161	39.5	151.50	144.50	130.50-172.00	-	-	8	66	155	236	376	367	213	358	236	129	14	3	1	-	-	-	-
MANUFACTURING	883	39.5	155.50	152.00	133.50-175.50	-	-	-	2	32	102	133	156	94	178	140	38	4	3	1	-	-	-	-
NONMANUFACTURING	1,278	39.0	148.50	142.00	126.50-167.00	-	-	8	64	123	134	243	211	119	180	96	91	10	-	-	-	-	-	-
WHOLESALE TRADE	428	40.0	168.00	161.50	144.50-184.00	-	-	-	3	1	19	13	100	66	93	55	78	-	-	-	-	-	-	-
FINANCE	428	39.0	126.00	126.50	115.50-133.00	-	-	8	57	122	71	93	51	11	9	7	-	-	-	-	-	-	-	-
BOOKKEEPING-MACHINE OPERATORS, CLASS B	3,455	39.5	129.50	126.50	111.50-144.00	-	87	275	347	626	530	511	419	248	307	60	15	13	17	1	-	-	-	-
MANUFACTURING	1,261	39.5	136.00	135.00	115.00-153.00	-	-	105	109	136	209	207	121	122	170	53	15	9	5	-	-	-	-	-
NONMANUFACTURING	2,195	39.5	125.50	124.00	110.00-140.00	-	87	170	235	490	321	304	298	125	137	7	-	4	12	1	-	-	-	-
WHOLESALE TRADE	837	40.0	128.50	130.00	112.00-142.50	-	5	43	101	142	86	195	156	56	54	1	-	-	-	-	-	-	-	-
RETAIL TRADE	541	39.5	118.50	117.50	98.00-132.50	-	69	69	50	110	93	38	55	15	41	1	-	-	-	-	-	-	-	-
FINANCE	522	39.0	121.00	118.50	110.00-127.50	-	2	35	75	179	104	47	45	23	11	1	-	-	-	-	-	-	-	-
SERVICES	258	38.5	133.50	124.50	114.00-145.00	-	6	23	13	59	38	22	36	31	16	-	-	-	12	1	-	-	-	-
CLERKS, ACCOUNTING, CLASS A	28,978	39.5	181.00	170.00	145.00-211.50	-	15	33	404	951	1717	2692	2803	2689	5323	3643	2423	2184	1933	1441	459	271	-	-
MANUFACTURING	12,454	39.5	189.50	177.00	152.00-224.00	-	-	5	97	250	530	820	1062	1263	2452	1615	1075	788	969	925	364	240	-	-
NONMANUFACTURING	16,524	39.0	174.00	165.50	140.00-202.50	-	15	28	307	700	1188	1872	1741	1426	2870	2028	1348	1396	964	516	95	31	-	-
PUBLIC UTILITIES	4,516	40.0	213.50	219.00	191.50-239.50	-	-	-	18	7	58	118	87	81	372	812	766	1082	812	251	49	3	-	-
WHOLESALE TRADE	3,427	39.5	178.50	167.00	144.00-205.50	-	-	3	57	121	184	376	441	208	699	411	246	222	134	256	42	26	-	-
RETAIL TRADE	2,945	39.5	147.50	145.00	129.00-161.50	-	12	13	161	233	324	437	414	495	521	213	76	45	3	-	-	-	-	
FINANCE	4,079	38.5	152.00	148.50	133.00-169.00	-	3	10	56	293	475	711	606	444	856	430	156	25	-	7	4	2	-	-
SERVICES	1,558	38.0	159.50	155.50	138.50-174.00	-	-	2	15	47	146	229	193	198	422	163	103	22	15	2	-	-	-	-
CLERKS, ACCOUNTING, CLASS B	41,327	39.5	137.00	130.00	113.00-154.00	93	975	2503	4865	5411	6288	5417	4166	2874	4241	1909	1040	667	756	114	2	4	-	-
MANUFACTURING	14,733	39.5	145.50	138.00	120.50-161.50	-	31	567	1222	1514	2154	2062	1767	1453	1902	791	526	357	307	75	2	4	-	-
NONMANUFACTURING	26,594	39.0	132.50	126.00	110.00-147.00	93	944	1936	3643	3897	4135	3355	2399	1422	2339	1118	514	311	449	39	-	-	-	-
PUBLIC UTILITIES	4,285	40.0	171.50	173.50	138.50-193.00	-	-	57	29	219	341	478	267	293	868	813	356	221	337	7	-	-	-	-
WHOLESALE TRADE	5,555	39.5	138.50	130.00	118.00-150.00	-	44	186	558	779	963	789	739	388	655	144	107	73	100	30	-	-	-	-
RETAIL TRADE	8,411	39.0	119.00	116.00	101.00-134.00	55	798	1002	1257	1395	1312	908	671	425	482	71	32	4	-	-	-	-	-	-
FINANCE	5,848	38.5	122.00	119.00	107.00-132.50	-	98	522	1283	1134	993	857	408	256	199	59	13	13	12	2	-	-	-	-
SERVICES	2,495	39.0	124.00	121.00	108.00-138.00	38	4	169	516	372	525	323	315	61	135	31	7	-	-	-	-	-	-	-
CLERKS, FILE, CLASS A	3,120	39.0	151.00	142.50	122.00-170.00	-	8	84	199	386	417	369	314	303	418	203	170	172	60	13	3	-	-	-
MANUFACTURING	686	39.5	165.00	163.50	140.00-184.00	-	-	2	5	48	50	53	58	99	185	71	65	49	-	1	-	-	-	-
NONMANUFACTURING	2,434	39.0	147.00	136.50	119.50-162.00	-	8	82	194	338	367	316	256	204	234	132	105	123	60	12	3	-	-	-
PUBLIC UTILITIES	474	40.0	208.50	211.50	190.50-227.50	-	-	-	-	1	2	2	10	6	75	97	102	103	60	12	3	-	-	-
WHOLESALE TRADE	355	39.5	141.50	137.50	126.00-158.50	-	-	-	13	46	52	105	41	40	80	12	3	3	-	-	-	-	-	-
FINANCE	1,303	38.5	128.00	125.50	114.00-140.00	-	-	82	160	235	298	180	164	113	38	17	-	17	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-4. Weekly earnings of office workers in the North Central region, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																				
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$				
						Under \$ 80	80 and under 90	90-100	100-110	110-120	120-130	130-140	140-150	150-160	160-180	180-200	200-220	220-240	240-260	260-280	280-300	300 and over				
ALL WORKERS-- CONTINUED																										
CLERKS, FILE, CLASS B -----	9,345	39.0	\$ 120.50	\$ 113.00	\$ 99.50-132.50	25	756	1596	1777	1545	1064	727	577	292	452	201	212	99	19	3	1	-	-	-	-	
MANUFACTURING -----	2,074	39.5	123.00	120.00	103.50-137.50	-	100	297	360	267	352	226	158	130	113	27	25	10	8	-	-	-	-	-	-	
NONMANUFACTURING -----	7,271	38.5	119.50	111.00	98.00-130.50	25	655	1299	1417	1278	713	501	419	162	339	174	187	89	11	3	1	-	-	-	-	
PUBLIC UTILITIES -----	944	40.0	174.00	176.50	140.50-208.50	-	8	20	43	23	45	72	91	36	162	162	178	89	11	3	1	-	-	-	-	
WHOLESALE TRADE -----	1,014	39.5	127.00	121.00	107.00-148.00	-	35	110	127	202	88	94	163	55	121	10	9	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	436	39.0	116.50	111.00	96.00-132.00	17	25	93	70	58	57	28	15	32	39	2	-	-	-	-	-	-	-	-	-	
FINANCE -----	4,328	38.5	107.00	105.00	95.00-116.50	8	537	975	1027	939	479	228	96	32	7	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	550	38.5	114.00	108.50	99.00-130.50	-	50	101	149	55	44	79	54	7	10	-	-	-	-	-	-	-	-	-	-	
CLERKS, FILE, CLASS C -----	8,317	39.0	106.50	103.00	94.00-114.00	20	1154	2179	2236	1242	712	376	188	44	73	52	31	9	2	-	-	-	-	-	-	
MANUFACTURING -----	1,092	39.0	107.50	107.50	95.00-116.00	14	123	253	200	279	125	59	24	10	3	3	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	7,225	39.0	106.00	102.50	94.00-113.00	6	1031	1926	2036	962	587	318	163	34	70	49	31	9	2	-	-	-	-	-	-	
PUBLIC UTILITIES -----	386	40.0	146.50	140.00	109.00-179.00	-	7	-	108	21	23	25	41	12	60	47	31	9	2	-	-	-	-	-	-	
WHOLESALE TRADE -----	1,558	39.5	112.00	110.00	100.00-126.00	-	111	207	429	291	258	169	69	13	8	2	-	-	-	-	-	-	-	-	-	
RETAIL TRADE -----	495	39.5	104.00	100.00	90.00-116.00	3	111	121	101	55	64	23	13	3	2	-	-	-	-	-	-	-	-	-	-	
FINANCE -----	4,511	38.5	101.00	99.50	92.00-108.00	3	795	1492	1312	565	216	82	40	5	-	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	275	39.5	105.00	101.50	96.00-110.50	-	7	106	87	30	27	19	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLERKS, ORDER -----	13,978	39.5	150.00	142.00	120.00-175.00	105	204	583	1133	1389	1597	1570	1407	1104	1767	1259	743	593	362	122	29	12	10	10	10	
MANUFACTURING -----	5,832	39.5	149.50	143.00	123.50-169.50	-	19	199	412	469	825	669	765	535	884	476	266	196	71	28	9	9	9	9	9	
NONMANUFACTURING -----	8,146	39.0	150.50	140.00	115.50-180.00	105	185	384	721	920	772	901	642	569	883	784	477	397	291	94	20	20	20	20	20	
WHOLESALE TRADE -----	5,727	39.5	163.00	154.00	126.50-190.00	-	3	87	282	581	547	638	491	446	695	738	452	362	288	94	20	20	20	20	20	
RETAIL TRADE -----	1,595	38.5	109.50	107.00	94.50-125.00	105	155	288	369	205	125	157	121	41	27	3	-	-	-	-	-	-	-	-	-	
CLERKS, PAYROLL -----	10,049	39.5	163.50	156.00	133.00-185.50	-	17	131	427	674	838	1087	1166	982	1801	1072	735	418	446	164	46	46	46	46	46	
MANUFACTURING -----	6,035	39.5	165.00	158.50	136.00-187.00	-	13	80	262	316	516	595	692	595	1139	681	486	218	259	107	31	31	31	31	31	
NONMANUFACTURING -----	4,014	39.5	161.50	153.00	130.00-185.00	-	4	51	165	358	322	492	474	387	662	392	249	200	187	58	15	15	15	15	15	
PUBLIC UTILITIES -----	1,070	40.0	201.50	204.50	171.00-236.50	-	-	-	4	30	4	63	40	52	168	153	149	172	170	51	13	13	13	13	13	
WHOLESALE TRADE -----	725	39.5	159.50	159.00	133.50-178.50	-	-	-	31	22	52	100	92	86	168	112	43	-	17	2	2	2	2	2	2	
RETAIL TRADE -----	1,114	39.5	139.50	135.00	116.50-155.00	-	1	25	90	203	121	167	165	110	139	50	26	17	-	-	-	-	-	-	-	
FINANCE -----	446	38.5	152.50	149.50	132.00-169.50	-	1	6	19	22	45	55	78	56	89	52	17	2	-	5	-	-	-	-	-	
SERVICES -----	660	38.5	141.50	139.00	121.00-155.50	-	2	20	21	81	100	107	100	83	98	24	14	9	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS A -----	17,021	39.5	161.00	152.50	135.00-179.00	-	-	5	343	926	1626	2481	2427	2100	2940	1310	1401	894	307	253	8	8	8	8	8	
MANUFACTURING -----	7,456	39.5	165.00	155.00	138.00-186.00	-	-	-	85	314	636	1034	1117	956	1216	634	707	361	187	200	8	8	8	8	8	
NONMANUFACTURING -----	9,565	39.0	158.00	150.50	133.00-174.00	-	-	5	258	612	990	1447	1310	1144	1724	676	694	533	119	53	-	-	-	-	-	
PUBLIC UTILITIES -----	2,102	40.0	192.50	198.50	160.50-225.00	-	-	-	-	11	15	87	170	193	422	170	468	458	65	43	-	-	-	-	-	
WHOLESALE TRADE -----	1,704	39.5	161.00	156.00	135.00-183.00	-	-	-	66	108	125	249	151	202	366	142	172	59	54	10	-	-	-	-	-	
RETAIL TRADE -----	1,046	39.5	151.00	149.00	131.00-170.00	-	-	-	7	81	117	185	141	154	223	98	37	3	-	-	-	-	-	-	-	
FINANCE -----	3,251	38.5	142.00	139.50	127.00-155.50	-	-	5	162	276	517	674	568	399	468	179	3	-	-	-	-	-	-	-	-	
SERVICES -----	1,464	39.5	146.00	144.00	128.50-159.50	-	-	-	24	136	217	252	280	197	245	87	14	13	-	-	-	-	-	-	-	
KEYPUNCH OPERATORS, CLASS B -----	20,548	39.0	139.00	131.50	116.00-152.00	50	401	905	1792	2994	3342	3182	2197	1620	1533	951	748	457	373	4	-	-	-	-	-	
MANUFACTURING -----	7,544	39.5	147.00	136.50	120.50-160.50	-	56	188	573	943	1072	1277	809	688	646	358	422	240	270	2	-	-	-	-	-	
NONMANUFACTURING -----	13,004	39.0	134.50	128.50	114.00-148.00	50	345	717	1219	2052	2270	1904	1388	933	886	593	326	217	103	2	-	-	-	-	-	
PUBLIC UTILITIES -----	1,843	39.5	169.00	166.00	139.50-196.50	-	-	10	24	89	104	247	189	167	249	373	220	168	3	-	-	-	-	-	-	
WHOLESALE TRADE -----	3,569	39.5	138.50	133.00	115.00-150.00	-	6	73	368	527	563	531	565	359	297	58	90	43	87	2	-	-	-	-	-	
RETAIL TRADE -----	1,727	39.0	124.50	122.50	106.00-141.00	50	74	157	207	270	307	202	171	107	140	40	2	-	-	-	-	-	-	-	-	
FINANCE -----	3,556	38.5	123.00	121.00	111.00-132.50	-	18	322	479	803	912	506	252	135	101	9	1	6	13	-	-	-	-	-	-	
SERVICES -----	2,310	38.5	127.00	126.50	110.00-140.00	-	248	155	141	362	383	419	211	164	99	113	13	-	-	-	-	-	-	-	-	

See footnotes at end of table A-30.

Table A-4. Weekly earnings of office workers in the North Central region, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300			
						Under \$ 80	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over			
ALL WORKERS-- CONTINUED																								
SENGERS -----	8,358	39.0	\$ 120.50	\$ 112.50	\$ 99.50-134.00	24	807	1345	1541	1201	1032	677	485	377	386	213	191	71	8	-	-	-		
MANUFACTURING -----	2,445	39.0	128.00	121.50	106.00-144.50	8	140	221	355	381	418	241	204	154	162	72	42	43	4	-	-	-		
NONMANUFACTURING -----	5,914	38.5	117.50	109.50	98.00-130.00	16	667	1124	1186	819	614	437	282	224	223	141	149	28	4	-	-	-		
PUBLIC UTILITIES -----	841	39.5	161.50	155.00	136.00-190.50	-	13	16	41	28	81	75	99	80	133	113	137	25	1	-	-	-		
WHOLESALE TRADE -----	647	39.5	123.50	116.00	102.00-144.50	-	29	115	120	79	60	70	45	63	40	10	10	3	3	-	-	-		
RETAIL TRADE -----	595	39.0	112.50	111.00	99.50-122.50	2	44	105	115	138	92	51	24	17	8	-	-	-	-	-	-	-		
FINANCE -----	2,949	38.0	105.50	101.00	93.00-115.00	14	511	793	701	375	213	189	94	45	13	-	2	-	-	-	-	-		
SERVICES -----	882	38.0	115.50	112.50	101.00-121.50	-	70	95	210	200	169	51	20	19	30	18	-	-	-	-	-	-		
SECRETARIES -----	87,216	39.0	181.50	172.50	149.50-207.50	-	25	209	991	1968	4124	6526	8574	9229	17662	12455	8809	6565	4358	3366	1249	1102		
MANUFACTURING -----	43,970	39.5	189.50	179.00	155.00-218.50	-	2	23	226	571	1445	2348	3783	4876	8962	6617	4490	3634	2735	2418	966	874		
NONMANUFACTURING -----	43,246	39.0	173.50	167.00	144.00-197.50	-	23	186	765	1397	2679	4179	4791	4353	8700	5842	4320	2931	1623	947	282	228		
PUBLIC UTILITIES -----	6,902	39.5	209.00	211.50	180.50-235.00	-	-	4	13	54	75	220	275	318	745	957	1418	1334	792	437	160	102		
WHOLESALE TRADE -----	6,653	39.0	183.50	173.00	149.50-211.00	-	-	21	27	140	437	540	526	553	1373	922	700	487	406	346	78	97		
RETAIL TRADE -----	5,374	39.5	168.00	165.00	144.00-192.00	-	4	42	123	198	274	497	570	601	1082	1008	534	302	103	31	5	1		
FINANCE -----	17,429	38.5	158.50	155.50	136.00-177.00	-	19	109	542	842	1573	2148	2376	2073	3852	2090	1103	387	208	69	24	14		
SERVICES -----	6,888	38.0	168.00	161.00	144.00-186.50	-	-	10	59	164	319	775	1044	809	1648	865	564	422	114	65	15	14		
SECRETARIES, CLASS A -----	6,910	39.5	211.00	204.00	178.00-240.50	-	-	-	-	12	107	177	255	277	1038	1301	1154	816	732	416	261	365		
MANUFACTURING -----	3,629	39.5	215.50	207.00	180.00-245.50	-	-	-	-	11	22	97	118	105	509	741	582	389	414	245	153	243		
NONMANUFACTURING -----	3,281	39.0	206.00	201.50	172.50-235.00	-	-	-	-	1	85	80	137	172	529	560	573	427	318	171	109	121		
PUBLIC UTILITIES -----	582	39.5	248.00	252.00	222.50-277.50	-	-	-	-	-	-	2	17	3	9	56	53	85	120	96	78	62		
WHOLESALE TRADE -----	603	39.5	200.50	199.00	167.00-225.00	-	-	-	-	-	19	28	14	34	139	69	124	94	30	4	5	43		
RETAIL TRADE -----	613	39.5	199.00	200.00	164.00-232.00	-	-	-	-	1	5	16	56	47	92	88	80	114	84	27	3	1		
FINANCE -----	1,121	39.0	191.00	190.00	166.50-212.50	-	-	-	-	-	56	30	43	79	243	244	238	86	56	23	13	11		
SERVICES -----	363	38.5	206.00	200.00	186.00-225.00	-	-	-	-	-	5	4	7	10	46	103	77	48	28	21	9	4		
SECRETARIES, CLASS B -----	21,188	39.0	192.00	184.00	160.00-218.50	-	-	10	96	356	563	1187	1447	1518	4506	3777	2612	1922	1213	899	499	583		
MANUFACTURING -----	9,811	39.5	202.50	192.00	167.00-230.50	-	-	4	20	133	133	315	518	586	1876	1958	1256	976	603	580	358	497		
NONMANUFACTURING -----	11,377	39.0	183.00	176.00	152.50-207.50	-	-	6	77	224	430	872	929	932	2630	1819	1356	946	610	320	142	86		
PUBLIC UTILITIES -----	1,471	39.5	226.00	234.50	200.00-253.00	-	-	-	-	5	3	18	33	41	146	113	193	322	328	182	68	20		
WHOLESALE TRADE -----	1,543	39.5	190.00	173.00	156.50-216.00	-	-	-	-	12	63	120	100	113	424	180	151	87	115	65	58	53		
RETAIL TRADE -----	1,579	39.5	180.50	181.00	161.00-202.00	-	-	-	3	19	16	95	109	132	386	395	274	140	8	3	-	-		
FINANCE -----	5,104	38.5	169.00	167.00	144.00-190.00	-	-	6	60	158	311	573	527	508	1236	845	481	235	117	35	10	3		
SERVICES -----	1,679	38.5	183.00	177.00	156.50-207.00	-	-	-	14	30	37	66	159	138	438	286	257	163	41	35	6	10		
SECRETARIES, CLASS C -----	34,248	39.0	183.50	173.00	152.00-211.50	-	19	50	339	645	1277	2110	3254	4121	7395	4439	3309	2801	1929	1938	468	154		
MANUFACTURING -----	18,759	39.5	192.00	179.00	156.50-225.50	-	-	11	43	138	384	820	1471	2456	4159	2316	1743	1715	1398	1527	443	133		
NONMANUFACTURING -----	15,489	39.0	173.00	167.00	145.00-196.50	-	19	39	296	507	893	1290	1783	1665	3236	2123	1566	1086	531	411	25	21		
PUBLIC UTILITIES -----	2,872	39.5	209.00	212.50	185.00-230.00	-	-	-	-	2	22	81	62	100	336	388	723	707	275	147	9	20		
WHOLESALE TRADE -----	2,425	39.5	193.00	189.00	155.00-226.00	-	-	-	-	34	159	102	188	182	356	419	308	236	181	244	15	1		
RETAIL TRADE -----	1,435	39.5	163.00	160.00	144.00-182.00	-	1	1	9	22	76	158	221	206	349	249	112	29	4	-	-	-		
FINANCE -----	6,537	38.5	155.00	155.00	134.50-172.50	-	18	35	264	410	586	679	878	860	1652	777	274	57	35	11	1	-		
SERVICES -----	2,220	38.0	164.00	157.50	145.00-178.50	-	-	3	23	39	49	270	434	317	543	290	149	57	36	9	-	-		
SECRETARIES, CLASS D -----	23,557	39.0	160.50	155.00	137.00-179.50	-	6	149	553	951	2146	2984	3474	3095	4371	2624	1626	985	465	109	19	-		
MANUFACTURING -----	11,106	39.5	165.50	159.00	141.50-185.00	-	2	8	161	286	898	1102	1626	1624	2191	1450	843	530	307	64	14	-		
NONMANUFACTURING -----	12,450	38.5	156.50	150.00	133.00-174.50	-	4	141	392	665	1248	1882	1848	1471	2180	1174	783	455	158	45	5	-		
PUBLIC UTILITIES -----	1,977	39.0	185.50	192.00	155.50-210.50	-	-	4	13	47	50	119	163	173	254	400	449	219	69	12	5	-		
WHOLESALE TRADE -----	2,013	39.0	163.00	159.00	134.50-182.00	-	-	21	27	93	191	272	209	216	437	251	116	69	80	33	-	-		
RETAIL TRADE -----	1,242	39.0	141.00	136.50	119.50-160.00	-	3	41	111	156	168	203	124	124	165	118	28	2	-	-	-	-		
FINANCE -----	4,592	38.0	145.00	142.50	129.00-158.00	-	1	68	219	274	611	853	909	614	703	220	109	10	-	-	-	-		
SERVICES -----	2,626	38.0	157.00	153.50	138.00-172.50	-	-	7	22	95	228	435	443	343	621	186	81	155	9	-	-	-		

See footnotes at end of table A-30.

Table A-4. Weekly earnings of office workers in the North Central region, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over				
						90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	ove				
ALL WORKERS-- CONTINUED																									
STENOGRAPHERS, GENERAL -----	14,268	39.5	\$ 151.50	\$ 144.00	\$ 126.00-175.50	-	61	377	920	1309	1670	2013	1754	1104	2001	1299	1156	504	81	14		6			
MANUFACTURING -----	6,661	39.5	149.50	143.00	126.00-175.00	-	33	176	452	600	717	1090	765	495	1031	700	467	111	24	-		-			
NONMANUFACTURING -----	7,607	39.0	153.00	144.00	126.00-177.00	-	28	201	468	709	952	923	989	609	970	600	689	393	57	14		6			
PUBLIC UTILITIES -----	2,801	40.0	180.50	181.50	148.50-211.00	-	-	20	29	49	138	238	267	169	442	462	532	386	49	13		6			
WHOLESALE TRADE -----	1,242	39.5	148.50	140.00	126.00-165.00	-	-	23	66	132	154	128	197	128	222	88	92	7	4	1		-			
RETAIL TRADE -----	578	39.5	128.00	126.50	113.00-140.00	-	7	38	78	86	103	61	104	60	31	7	2	-	-	-	-	-	-		
FINANCE -----	1,756	38.5	125.50	123.00	111.50-138.00	-	1	103	268	385	337	296	193	78	93	2	-	-	-	-	-	-	-		
SERVICES -----	1,231	38.5	145.50	144.00	128.00-160.00	-	20	17	26	56	220	200	228	174	182	41	63	-	4	-	-	-	-		
STENOGRAPHERS, SENIOR -----	17,789	39.0	168.00	160.00	138.50-193.00	-	-	59	327	664	1363	2209	2090	2027	3094	2313	1554	1191	740	151		7			
MANUFACTURING -----	9,647	39.5	171.00	161.00	140.50-198.50	-	-	29	99	393	575	1191	1204	1169	1457	1167	1023	755	481	101		3			
NONMANUFACTURING -----	8,142	39.0	164.50	160.00	138.00-186.50	-	-	30	228	272	788	1019	886	859	1637	1145	531	435	259	50		4			
PUBLIC UTILITIES -----	2,038	40.0	190.50	193.00	168.00-215.50	-	-	-	88	4	84	44	47	130	277	584	303	262	173	37		4			
WHOLESALE TRADE -----	1,595	39.5	170.50	165.00	144.00-194.50	-	-	-	21	44	61	204	132	231	363	201	145	111	69	13		-			
RETAIL TRADE -----	354	39.5	155.50	155.00	134.00-178.00	-	-	-	1	12	52	58	43	36	67	64	17	3	1	-	-	-	-		
FINANCE -----	2,414	38.5	143.00	140.00	126.50-157.50	-	-	28	43	167	470	483	431	264	400	119	4	4	1	-	-	-	-		
SERVICES -----	1,741	37.5	159.00	158.50	138.00-173.00	-	-	2	75	45	121	229	232	198	531	176	62	56	15	-	-	-	-		
SWITCHBOARD OPERATOR-RECEPTIONISTS-	11,672	39.5	131.50	127.00	110.50-144.50	15	212	842	1468	1813	1831	1876	1199	822	843	346	149	128	86	42		1			
MANUFACTURING -----	5,466	39.5	134.50	130.00	115.00-146.00	-	79	204	424	920	945	990	674	486	369	206	95	52	19	3		1			
NONMANUFACTURING -----	6,207	39.0	129.00	123.00	106.00-141.50	15	134	639	1044	893	886	886	524	336	475	140	54	76	68	39		-			
PUBLIC UTILITIES -----	742	39.5	162.00	150.00	115.00-211.50	-	23	31	61	92	48	74	40	42	75	67	25	61	65	39		-			
WHOLESALE TRADE -----	2,032	39.5	132.00	129.50	115.00-148.00	-	33	103	221	370	297	347	228	130	221	38	25	15	3	-	-	-	-		
RETAIL TRADE -----	1,200	39.5	113.50	106.00	98.00-125.00	15	39	262	337	135	140	142	35	28	61	2	4	-	-	-	-	-	-		
FINANCE -----	1,163	38.0	121.50	120.00	105.50-135.00	-	24	126	276	155	200	156	127	35	51	13	-	-	-	-	-	-	-		
SERVICES -----	1,071	39.0	126.50	125.00	109.50-140.00	-	14	117	149	140	202	167	96	100	66	20	-	-	-	-	-	-	-		
TABULATING-MACHINE OPERATORS, CLASS A -----	692	39.5	240.50	235.00	194.00-294.00	-	-	-	1	-	3	11	19	48	47	74	52	122	42	57	63	19			
MANUFACTURING -----	367	39.5	257.00	270.50	209.00-308.50	-	-	-	-	-	-	1	11	11	33	30	13	54	20	29	56	10			
NONMANUFACTURING -----	325	39.5	222.50	222.00	187.00-247.00	-	-	-	1	-	3	10	8	37	14	44	39	68	21	28	7				
TABULATING-MACHINE OPERATORS, CLASS B -----	918	39.5	194.00	189.50	156.00-234.00	-	-	-	-	16	24	48	95	53	148	174	68	115	100	54	25				
MANUFACTURING -----	361	39.5	202.00	195.00	158.00-247.50	-	-	-	-	2	16	13	56	6	54	45	30	33	40	43	23				
NONMANUFACTURING -----	558	39.0	189.00	187.00	156.00-220.00	-	-	-	-	14	8	35	39	47	94	129	38	82	60	11	2				
TABULATING-MACHINE OPERATORS, CLASS C -----	594	39.5	156.00	146.00	126.50-181.50	-	-	35	21	64	44	99	58	49	65	43	64	18	20	16	-	-			
NONMANUFACTURING -----	408	39.0	144.00	136.00	114.50-164.00	-	-	35	20	61	29	85	34	30	40	25	43	1	2	4	-	-			
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	5,056	38.5	133.00	129.00	115.50-146.00	44	26	237	412	921	999	790	571	386	401	167	54	29	19	-	-	-	-		
MANUFACTURING -----	1,360	39.5	135.00	130.00	117.00-153.00	-	5	120	85	182	287	186	99	186	100	92	16	3	-	-	-	-	-		
NONMANUFACTURING -----	3,656	38.5	132.50	128.00	115.50-145.00	44	21	118	327	739	712	604	472	200	301	75	38	26	19	-	-	-	-		
WHOLESALE TRADE -----	732	39.5	134.50	126.50	117.50-142.50	-	-	24	88	138	133	135	63	12	101	27	11	-	-	-	-	-	-		
FINANCE -----	2,233	38.0	128.50	126.50	115.00-140.00	-	6	72	194	544	465	384	311	110	130	9	1	5	1	-	-	-	-		
SERVICES -----	465	38.0	132.50	131.00	121.00-148.00	-	-	20	31	56	105	73	92	56	29	3	-	-	-	-	-	-	-		

See footnotes at end of table A-30.

Table A-4. Weekly earnings of office workers in the North Central region, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	Under \$ 80	\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300
						80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over
ALL WORKERS-- CONTINUED																						
ISTS, CLASS A -----	14,472	39.0	\$ 147.00	\$ 138.50	\$ 122.00-165.00	-	40	339	1049	1768	2174	2082	1594	1203	1753	1045	783	406	193	40	3	-
MANUFACTURING -----	6,690	39.5	155.50	148.00	126.50-178.50	-	1	68	360	659	885	717	787	611	947	695	502	268	147	38	3	-
NONMANUFACTURING -----	7,782	38.5	139.50	132.50	118.50-154.00	-	39	271	688	1109	1289	1365	807	592	806	350	281	137	46	2	-	-
PUBLIC UTILITIES -----	854	40.0	177.50	173.50	147.50-208.00	-	-	-	7	10	52	87	98	83	140	103	137	90	46	1	-	-
WHOLESALE TRADE -----	913	39.5	148.00	140.50	125.50-168.00	-	28	17	36	101	87	156	88	75	171	39	108	7	-	1	-	-
RETAIL TRADE -----	554	39.5	146.00	145.00	122.50-168.00	-	2	-	18	81	72	87	63	64	93	72	2	-	-	-	-	-
FINANCE -----	4,028	38.5	126.00	125.00	112.50-137.00	-	9	244	565	812	793	793	342	281	154	32	5	-	-	-	-	-
SERVICES -----	1,433	38.0	146.50	140.00	126.50-163.00	-	-	10	63	106	286	242	217	89	249	103	29	40	-	-	-	-
ISTS, CLASS 8 -----	21,550	39.0	124.00	117.50	105.00-136.00	5	569	2709	4273	3809	3398	1997	1601	890	1280	474	280	224	42	-	-	-
MANUFACTURING -----	7,368	39.5	129.50	124.00	109.50-144.50	-	133	693	1037	1225	1225	825	725	508	561	169	173	74	20	-	-	-
NONMANUFACTURING -----	14,182	38.5	121.00	115.00	103.50-130.50	5	437	2015	3235	2584	2172	1172	876	382	719	305	107	150	22	-	-	-
PUBLIC UTILITIES -----	1,472	39.5	159.00	154.00	132.50-186.00	-	18	24	66	53	167	164	208	75	283	202	73	121	18	-	-	-
WHOLESALE TRADE -----	1,831	39.5	128.50	125.00	110.00-140.00	-	55	114	244	314	353	267	152	78	186	17	31	16	4	-	-	-
RETAIL TRADE -----	1,312	39.5	126.50	120.00	106.00-141.50	5	31	142	219	231	205	136	77	41	144	80	1	-	-	-	-	-
FINANCE -----	7,851	38.0	111.50	109.00	100.00-121.00	-	296	1517	2318	1578	1260	488	273	53	49	4	2	13	-	-	-	-
SERVICES -----	1,716	38.5	119.50	115.00	106.00-134.00	-	37	218	388	409	187	117	165	134	57	2	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-5. Weekly earnings of office workers in the West,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²																				
						\$ 80 and under	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300 and over				
						Under \$ 80	90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over			
ALL WORKERS																									
BILLERS, MACHINE (BILLING MACHINE) -----	1,166	39.5	\$ 158.50	\$ 142.00	\$ 120.00-179.50	3	11	102	73	80	183	89	175	84	77	29	45	24	71	117	4				
MANUFACTURING -----	298	40.0	146.50	145.00	130.00-157.50	-	-	12	8	14	40	7	94	62	37	1	12	11	-	-	-	-			
NONMANUFACTURING -----	868	39.5	162.50	138.00	115.00-207.50	3	11	90	65	65	144	82	81	22	40	28	33	13	71	117	4				
PUBLIC UTILITIES -----	336	40.0	225.00	258.00	187.00-269.00	-	-	-	-	-	11	43	11	1	4	28	33	13	71	117	4				
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	435	40.0	148.50	131.00	115.00-182.00	-	2	30	64	20	64	61	4	30	44	52	4	55	4	-	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	839	39.5	167.00	157.50	140.00-190.00	-	-	3	23	69	54	60	103	117	145	126	38	11	73	17	-	-			
NONMANUFACTURING -----	604	39.5	165.50	155.50	138.00-188.50	-	-	-	23	65	31	60	83	85	99	56	11	10	66	17	-	-			
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	932	39.5	132.00	130.00	112.50-144.00	-	64	42	102	82	127	160	171	49	87	37	5	-	-	5	-	-			
MANUFACTURING -----	365	40.0	142.00	140.00	130.00-156.00	-	-	8	-	18	50	100	90	24	55	18	2	-	-	-	-	-			
NONMANUFACTURING -----	567	39.5	125.50	120.00	108.00-144.00	-	64	34	102	64	77	61	81	25	32	19	3	-	-	5	-	-			
CLERKS, ACCOUNTING, CLASS A -----	18,890	39.5	173.00	168.00	149.50-192.00	-	-	-	255	303	886	1704	2005	1943	5385	2527	1695	1083	651	302	142	1			
MANUFACTURING -----	6,316	39.5	176.50	170.00	154.00-192.00	-	-	-	38	31	200	485	524	761	1897	1073	494	441	215	49	98				
NONMANUFACTURING -----	12,574	39.5	171.50	166.00	146.00-190.00	-	-	-	216	273	686	1219	1481	1183	3488	1453	1201	642	436	254	43				
PUBLIC UTILITIES -----	2,762	40.0	203.50	206.50	170.50-233.00	-	-	-	-	-	17	19	152	134	687	310	549	332	336	204	22				
WHOLESALE TRADE -----	2,701	40.0	173.50	172.50	152.00-195.00	-	-	-	20	11	111	256	207	258	892	343	400	173	25	5	1				
RETAIL TRADE -----	2,652	40.0	157.50	150.00	136.00-170.00	-	-	-	77	78	225	477	439	308	604	193	82	54	55	39	20				
FINANCE -----	2,980	38.5	153.50	152.00	136.00-172.50	-	-	-	119	169	252	408	496	284	858	308	72	12	1	1	-				
SERVICES -----	1,480	39.0	170.00	165.00	150.00-184.00	-	-	-	-	15	81	59	188	199	447	299	99	71	19	4	-				
CLERKS, ACCOUNTING, CLASS B -----	20,556	39.5	142.00	135.00	120.00-155.50	7	174	856	1460	2546	3413	3200	2724	1668	1919	902	1002	279	332	74	-				
MANUFACTURING -----	4,815	39.5	144.50	139.00	126.50-156.00	7	5	28	136	472	806	979	823	477	601	253	132	72	19	5	-				
NONMANUFACTURING -----	15,741	39.5	141.00	132.50	116.00-155.50	-	169	828	1324	2074	2607	2221	1901	1192	1318	650	869	207	313	69	-				
PUBLIC UTILITIES -----	2,897	40.0	170.50	167.00	140.00-201.50	-	-	24	88	253	201	185	249	302	482	341	500	36	183	54	-				
WHOLESALE TRADE -----	3,760	40.0	137.00	132.50	121.00-148.50	-	32	231	177	410	775	740	545	343	210	72	134	66	26	-	-				
RETAIL TRADE -----	4,412	40.0	134.00	126.50	111.00-144.50	-	125	350	480	675	741	587	491	277	275	79	116	96	104	15	-				
FINANCE -----	2,742	38.5	125.00	123.00	112.50-136.00	-	12	150	414	556	634	456	302	106	94	17	-	-	-	-	-				
SERVICES -----	1,930	39.0	144.00	140.00	121.00-161.00	-	-	73	164	180	256	253	315	163	256	141	119	9	-	-	-				
CLERKS, FILE, CLASS A -----	1,374	39.0	160.50	145.00	124.50-183.00	-	-	33	49	137	202	168	132	93	204	62	37	195	55	5	1				
NONMANUFACTURING -----	1,169	39.0	157.00	140.00	122.00-177.00	-	-	33	44	137	199	164	122	87	100	20	30	171	55	5	1				
FINANCE -----	806	39.0	152.00	138.00	120.00-164.00	-	-	14	44	132	119	122	97	65	55	6	-	152	-	-	-				
CLERKS, FILE, CLASS B -----	4,624	39.0	120.50	111.50	102.50-126.50	-	111	776	1108	1005	659	275	159	142	59	68	90	69	52	13	-				
MANUFACTURING -----	340	39.5	137.00	134.00	120.00-153.50	-	2	14	29	26	87	32	49	58	18	10	13	3	-	-	-				
NONMANUFACTURING -----	4,284	39.0	119.50	110.50	101.00-123.00	-	109	762	1079	980	572	243	110	84	81	57	77	66	52	13	-				
PUBLIC UTILITIES -----	418	40.0	179.00	174.00	126.50-231.50	-	-	-	4	20	108	17	10	8	65	22	33	66	52	13	-				
WHOLESALE TRADE -----	454	40.0	117.00	110.50	100.00-126.50	-	-	97	123	60	90	19	28	17	-	15	5	-	-	-	-				
FINANCE -----	2,820	39.0	109.50	108.00	99.00-116.00	-	109	604	820	743	311	141	50	42	2	-	-	-	-	-	-				
SERVICES -----	346	39.0	123.00	117.50	106.50-134.00	-	-	7	108	67	56	61	18	6	14	9	-	-	-	-	-				
CLERKS, FILE, CLASS C -----	5,289	39.0	103.50	98.00	92.00-106.00	-	784	2061	1270	495	331	122	44	34	55	34	47	12	-	-	-				
MANUFACTURING -----	380	40.0	125.50	119.50	108.00-135.00	-	12	38	48	95	68	38	13	15	39	12	3	-	-	-	-				
NONMANUFACTURING -----	4,909	39.0	102.00	98.00	92.00-104.00	-	773	2023	1222	400	263	84	31	19	16	22	44	12	-	-	-				
FINANCE -----	3,222	38.5	98.00	95.50	92.00-103.50	-	604	1391	878	219	87	29	10	2	1	-	-	-	-	-	-				

See footnotes at end of table A-30.

Table A-5. Weekly earnings of office workers in the West,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																			
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300				
						Under and \$ 80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
						90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	over				
ALL WORKERS-- CONTINUED																									
WORKERS, ORDER -----	7,483	40.0	\$ 169.00	\$ 163.50	\$ 140.00-197.50	5	33	113	90	272	651	596	1037	650	966	1328	938	451	288	63	1	-			
MANUFACTURING -----	2,162	39.5	156.00	150.00	132.50-172.50	-	-	26	56	188	219	254	337	284	352	217	92	56	74	6	1	-			
NONMANUFACTURING -----	5,321	40.0	174.50	177.00	144.00-202.00	5	33	87	34	84	433	342	701	366	614	1111	846	395	214	57	-	-			
WHOLESALE TRADE -----	4,636	40.0	178.00	184.50	144.50-202.00	-	-	40	8	27	396	282	598	317	511	1041	813	337	210	57	-	-			
WORKERS, PAYROLL -----	4,896	39.5	170.50	164.00	144.00-191.50	-	-	43	99	252	296	397	601	528	1025	626	423	282	110	161	34	20			
MANUFACTURING -----	2,026	39.5	169.50	167.00	145.00-192.00	-	-	-	33	111	78	157	252	224	427	365	199	148	20	10	2	-			
NONMANUFACTURING -----	2,870	39.5	171.00	162.00	140.00-191.00	-	-	43	66	141	218	240	349	304	598	261	224	134	90	151	32	20			
PUBLIC UTILITIES -----	548	39.5	210.00	210.50	160.00-265.00	-	-	-	-	4	17	7	64	44	76	44	45	23	69	125	32	-			
WHOLESALE TRADE -----	424	39.5	172.00	172.50	150.00-193.50	-	-	-	-	20	34	6	44	55	112	55	29	68	1	-	-	-			
RETAIL TRADE -----	712	40.0	160.00	153.00	130.00-176.00	-	-	6	6	54	100	61	74	97	166	54	42	14	16	22	-	-			
FINANCE -----	483	38.5	149.50	148.50	129.50-167.00	-	-	8	40	45	33	64	65	56	113	35	23	1	-	-	-	-			
SERVICES -----	703	39.5	165.50	158.00	138.00-188.00	-	-	29	20	19	35	101	103	52	131	73	85	28	4	4	-	20			
PUNCH OPERATORS, CLASS A -----	9,681	39.5	167.00	161.00	145.00-184.00	-	-	-	26	171	740	897	1369	1425	2341	1130	691	548	322	21	-	-			
MANUFACTURING -----	2,760	39.5	175.00	167.00	149.50-199.00	-	-	-	8	15	98	238	372	385	559	403	307	320	53	4	-	-			
NONMANUFACTURING -----	6,920	39.5	164.00	159.00	144.00-177.50	-	-	-	18	156	642	658	998	1040	1782	728	384	229	269	17	-	-			
PUBLIC UTILITIES -----	1,111	40.0	193.50	185.00	156.50-221.00	-	-	-	-	-	-	21	81	190	197	143	177	81	219	1	-	-			
WHOLESALE TRADE -----	1,691	39.5	165.00	162.00	143.00-182.00	-	-	-	11	69	163	135	185	131	549	218	78	126	19	8	-	-			
RETAIL TRADE -----	766	39.5	167.00	160.00	142.00-179.00	-	-	-	25	35	87	141	91	203	43	81	22	31	8	-	-	-			
FINANCE -----	2,118	38.5	152.50	152.00	138.00-164.00	-	-	-	1	38	294	245	391	396	548	202	3	-	-	-	-	-			
SERVICES -----	1,236	39.5	154.00	155.50	138.00-165.00	-	-	-	6	24	151	170	200	233	286	122	45	-	-	-	-	-			
PUNCH OPERATORS, CLASS B -----	11,952	39.5	148.00	141.50	126.50-164.50	-	21	231	720	1017	1858	1905	1595	1199	1373	1020	729	130	153	-	2	-			
MANUFACTURING -----	2,462	39.5	149.50	142.50	130.00-159.00	-	-	29	67	146	307	562	450	323	209	107	212	41	8	-	2	-			
NONMANUFACTURING -----	9,490	39.5	147.50	140.00	124.50-168.50	-	21	201	652	872	1551	1343	1145	877	1164	913	517	89	145	-	-	-			
PUBLIC UTILITIES -----	1,633	40.0	180.50	185.00	156.00-207.00	-	-	-	8	7	79	140	116	146	262	306	440	63	66	-	-	-			
WHOLESALE TRADE -----	2,803	40.0	142.00	136.00	126.50-155.50	-	-	82	235	174	623	412	348	428	231	135	51	5	79	-	-	-			
RETAIL TRADE -----	1,275	39.5	137.50	136.00	116.00-146.50	-	21	39	106	166	143	207	311	71	125	54	14	19	-	-	-	-			
FINANCE -----	2,457	39.0	137.00	132.50	118.50-153.00	-	-	45	226	415	484	364	214	199	505	6	-	-	-	-	-	-			
SERVICES -----	1,322	38.0	148.50	138.00	121.00-186.50	-	-	35	78	110	223	220	157	33	41	411	12	2	-	-	-	-			
SENGERS -----	3,251	39.0	123.00	115.50	103.50-135.00	3	89	426	622	690	428	291	255	141	156	67	80	4	-	-	-	-			
MANUFACTURING -----	671	39.5	134.00	129.00	112.50-146.50	-	8	59	62	111	98	93	100	40	50	17	31	1	-	-	-	-			
NONMANUFACTURING -----	2,580	39.0	120.50	115.00	103.50-131.00	3	81	367	560	579	330	198	154	101	106	50	49	3	-	-	-	-			
PUBLIC UTILITIES -----	288	39.5	149.50	141.50	117.50-180.00	-	-	14	11	51	38	20	40	20	32	23	38	3	-	-	-	-			
WHOLESALE TRADE -----	251	40.0	121.00	115.00	107.00-131.00	-	-	29	60	65	26	32	12	8	16	2	-	-	-	-	-	-			
FINANCE -----	1,318	39.0	111.00	109.50	100.00-120.00	-	74	233	389	297	165	93	39	14	9	5	-	-	-	-	-	-			
SERVICES -----	544	39.0	128.00	121.00	110.00-144.00	-	-	69	52	125	91	44	57	56	38	11	-	-	-	-	-	-			
SECRETARIES -----	52,504	39.5	187.50	184.00	160.00-212.50	-	-	32	410	576	1296	2375	4281	4260	11423	9623	7592	5232	2986	1627	447	346			
MANUFACTURING -----	20,919	39.5	195.50	192.00	166.00-223.00	-	-	-	19	106	297	618	1328	1498	4173	4025	3211	2775	1764	800	191	116			
NONMANUFACTURING -----	31,585	39.5	182.50	178.50	155.50-205.00	-	-	32	391	470	999	1756	2954	2762	7250	5598	4381	2457	1223	827	256	230			
PUBLIC UTILITIES -----	4,143	39.5	211.50	207.00	179.00-244.00	-	-	-	40	54	60	100	134	169	504	688	656	599	420	490	111	118			
WHOLESALE TRADE -----	3,878	39.5	182.50	178.50	156.00-207.00	-	-	-	119	59	127	150	385	233	988	624	509	350	181	90	42	22			
RETAIL TRADE -----	2,816	39.5	177.50	174.00	150.00-200.00	-	-	3	37	51	88	236	282	354	531	471	409	141	156	46	9	2			
FINANCE -----	12,452	39.0	169.50	167.00	149.50-186.00	-	-	27	166	237	472	861	1552	1535	3571	2178	1151	415	169	91	24	3			
SERVICES -----	8,296	39.5	188.00	188.50	162.00-210.50	-	-	2	30	69	253	409	600	471	1656	1637	1656	952	297	110	70	84			
SECRETARIES, CLASS A -----	3,538	39.5	218.00	218.00	185.00-246.00	-	-	-	-	29	48	35	155	432	499	654	528	684	235	135	104	-			
MANUFACTURING -----	1,574	40.0	224.00	230.00	199.00-248.00	-	-	-	-	15	14	26	17	156	173	250	304	397	116	71	35	-			
NONMANUFACTURING -----	1,963	39.0	213.50	208.00	182.00-241.50	-	-	-	-	14	34	9	138	276	326	405	224	286	119	64	69	-			
PUBLIC UTILITIES -----	259	39.5	246.00	240.50	207.00-294.50	-	-	-	-	-	-	-	-	-	7	42	54	19	43	21	31	42			
WHOLESALE TRADE -----	317	39.5	206.00	200.00	182.50-230.00	-	-	-	-	11	-	-	18	48	76	57	36	47	15	2	7	-			
RETAIL TRADE -----	310	39.0	210.00	213.00	184.00-250.00	-	-	-	-	3	20	2	24	22	44	74	25	79	16	1	-	-			
FINANCE -----	640	39.0	203.50	201.50	173.00-230.00	-	-	-	-	-	9	1	87	100	103	139	100	57	43	-	-	-			
SERVICES -----	438	39.5	216.00	203.50	178.50-250.00	-	-	-	-	-	5	6	10	59	61	81	43	60	24	30	20	-			

See footnotes at end of table A-30.

Table A-5. Weekly earnings of office workers in the West,⁵ July 1975—Continued

Occupation and industry division			Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
					Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
								Under \$ 80	and under 90	- 100	- 110	- 120	- 130	- 140	- 150	- 160	- 180	- 200	- 220	- 240	- 260	- 280	- 300	and over																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
ALL WORKERS-- CONTINUED																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													

See footnotes at end of table A-30.

Table A-5. Weekly earnings of office workers in the West,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$ 80	\$ 90	\$ 100	\$ 110	\$ 120	\$ 130	\$ 140	\$ 150	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	
						Under \$ 80	and under 90	100	110	120	130	140	150	160	180	200	220	240	260	280	300	and over
ALL WORKERS-- CONTINUED																						
TELEGRAPHING-MACHINE OPERATORS, CLASS 8 -----	319	40.0	\$ 195.00	\$ 207.50	\$ 163.50-218.50	-	-	-	-	1	27	6	4	22	44	53	98	20	42	2	-	-
NONMANUFACTURING -----	258	40.0	189.50	192.00	161.00-214.50	-	-	-	-	1	27	5	4	22	28	50	98	3	20	-	-	-
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	1,678	38.5	131.50	126.50	108.50-145.00	-	-	236	246	172	237	209	237	90	153	26	47	14	8	3	-	-
NONMANUFACTURING -----	1,571	38.5	130.50	126.50	108.00-144.00	-	-	236	242	166	219	185	221	84	130	22	47	8	8	3	-	-
FINANCE -----	1,285	38.5	127.00	121.00	108.00-141.50	-	-	176	236	156	196	162	173	50	94	1	35	5	-	-	-	-
TYPISTS, CLASS A -----	6,506	39.5	150.50	145.00	126.50-170.00	-	-	51	365	676	833	791	1008	663	1044	513	236	268	39	20	-	-
MANUFACTURING -----	1,541	39.5	169.50	168.50	138.00-196.50	-	-	-	28	55	145	170	150	131	371	112	120	252	-	7	-	-
NONMANUFACTURING -----	4,965	39.5	144.50	141.50	123.00-161.00	-	-	51	338	621	688	621	858	532	673	400	115	16	39	13	-	-
PUBLIC UTILITIES -----	316	40.0	187.50	179.00	162.50-207.00	-	-	-	-	-	-	5	22	43	88	54	66	10	17	11	-	-
FINANCE -----	2,737	39.0	132.00	130.00	117.00-145.00	-	-	36	288	516	530	400	535	224	177	13	-	-	19	-	-	-
SERVICES -----	1,599	40.0	155.50	155.00	139.00-175.00	-	-	15	50	77	107	164	234	231	381	308	29	2	2	-	-	-
TYPISTS, CLASS B -----	9,807	39.0	124.50	120.00	108.00-134.50	-	18	950	1927	2009	1831	1187	624	322	520	290	82	21	24	-	-	-
MANUFACTURING -----	1,950	40.0	143.50	138.00	121.50-160.00	-	-	32	124	198	402	343	156	227	196	195	53	13	12	-	-	-
NONMANUFACTURING -----	7,856	39.0	120.00	115.50	105.50-129.00	-	18	918	1803	1811	1429	844	468	95	324	95	30	8	12	-	-	-
PUBLIC UTILITIES -----	318	39.5	156.50	148.50	130.00-176.00	-	-	-	17	9	53	54	28	25	55	37	23	8	10	-	-	-
WHOLESALE TRADE -----	532	39.5	120.50	115.00	104.00-132.50	-	-	56	124	117	86	64	48	15	8	13	-	-	-	-	-	-
RETAIL TRADE -----	391	40.0	138.50	130.00	116.00-162.00	-	5	15	40	59	66	64	13	16	66	38	7	-	2	-	-	-
FINANCE -----	5,525	39.0	114.50	114.00	103.50-122.00	-	13	824	1430	1408	1076	519	223	18	9	4	-	-	-	-	-	-
SERVICES -----	1,091	39.5	129.50	128.00	114.00-144.50	-	-	23	192	219	148	143	156	22	186	3	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-6. Weekly earnings of professional and technical workers in the United States, July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
						Under \$120	120 and under 140	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	and over	
ALL WORKERS																								
COMPUTER OPERATORS, CLASS A -----	16,852	39.0	\$ 217.50	\$ 212.50	\$ 187.50-240.00	3	171	624	2229	3108	3800	2683	1610	1165	637	349	302	99	52	23	-	-	-	
MANUFACTURING -----	6,952	39.5	225.50	218.00	198.00-246.50	2	51	132	506	1155	1778	1267	783	499	339	205	133	38	44	22	-	-	-	
NONMANUFACTURING -----	9,900	38.5	212.00	205.50	181.00-234.00	1	120	492	1723	1953	2023	1416	827	666	298	144	169	61	8	1	-	-	-	
PUBLIC UTILITIES -----	1,281	39.0	259.00	251.00	228.50-290.50	-	-	6	48	34	130	240	222	207	154	77	123	34	5	1	-	-	-	
WHOLESALE TRADE -----	1,083	39.0	219.00	214.00	191.00-247.50	-	-	45	156	210	205	171	107	90	42	21	20	15	3	-	-	-	-	
RETAIL TRADE -----	708	39.5	212.50	214.00	187.00-231.00	1	-	23	102	142	149	137	74	62	14	3	1	-	-	-	-	-	-	
FINANCE -----	4,376	37.5	201.50	198.00	177.50-219.00	-	55	275	903	1047	1030	516	261	180	52	33	25	-	-	-	-	-	-	
SERVICES -----	2,451	39.0	203.00	198.50	177.00-225.50	-	65	143	514	520	509	352	163	128	37	9	-	12	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	31,216	39.0	183.00	177.50	156.50-202.00	513	2628	5442	7710	6453	3898	2089	993	631	374	241	179	66	1	-	-	-	-	
MANUFACTURING -----	10,921	39.5	191.50	184.00	163.50-209.50	42	550	1558	2719	2491	1492	847	367	302	204	183	123	44	-	-	-	-	-	
NONMANUFACTURING -----	20,296	38.5	178.50	174.50	152.00-198.00	472	2078	3884	4991	3962	2406	1241	626	329	169	58	56	22	1	-	-	-	-	
PUBLIC UTILITIES -----	3,192	39.0	206.50	202.00	181.50-225.50	2	41	223	484	759	667	491	225	156	108	9	21	5	1	-	-	-	-	
WHOLESALE TRADE -----	4,028	39.0	184.50	178.00	159.00-202.00	77	281	656	1062	823	525	217	174	105	26	32	35	17	-	-	-	-	-	
RETAIL TRADE -----	1,853	39.0	174.50	173.00	152.00-195.50	43	208	352	459	397	218	106	45	14	10	2	-	-	-	-	-	-	-	
FINANCE -----	7,890	38.0	168.50	166.50	146.50-185.50	234	1113	1950	2033	1424	675	273	125	35	22	7	-	-	-	-	-	-	-	
SERVICES -----	3,332	39.0	170.50	168.00	147.50-188.50	116	436	704	953	560	322	154	58	19	4	8	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS C -----	13,488	39.0	154.50	148.50	131.00-171.50	1477	3623	3492	2302	1328	540	234	233	173	61	26	-	-	-	-	-	-	-	
MANUFACTURING -----	3,668	39.5	163.50	155.00	138.00-177.00	145	833	1045	784	374	151	71	127	88	36	15	-	-	-	-	-	-	-	
NONMANUFACTURING -----	9,819	38.5	151.00	145.50	129.00-168.00	1332	2790	2447	1518	955	388	163	106	85	26	11	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	1,458	39.0	181.50	182.00	160.00-198.50	35	171	157	281	474	171	71	28	57	13	-	-	-	-	-	-	-	-	
WHOLESALE TRADE -----	1,707	39.0	154.50	148.50	134.00-168.00	87	533	518	277	164	42	18	25	19	13	11	-	-	-	-	-	-	-	
RETAIL TRADE -----	788	39.0	143.00	143.00	122.00-157.00	130	211	287	85	41	12	5	13	3	-	-	-	-	-	-	-	-	-	
FINANCE -----	4,015	38.0	143.50	140.00	126.00-159.50	699	1278	1050	644	200	85	34	24	-	-	-	-	-	-	-	-	-	-	
SERVICES -----	1,852	39.0	143.50	138.00	122.50-157.50	380	598	435	230	75	77	34	16	6	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	20,173	39.0	290.00	287.50	259.00-316.50	-	-	11	101	217	586	1660	2752	3411	3980	2903	1858	1088	768	358	260	220	220	
MANUFACTURING -----	9,426	39.5	296.00	292.00	267.00-319.00	-	-	-	2	74	161	520	980	1801	2124	1461	868	563	406	252	127	87	87	
NONMANUFACTURING -----	10,747	38.5	284.50	282.00	250.00-312.00	-	-	11	99	143	425	1140	1772	1611	1856	1442	990	525	362	106	133	133	133	
PUBLIC UTILITIES -----	1,493	39.0	321.00	311.50	282.00-352.50	-	-	-	3	5	22	62	142	116	266	205	207	131	104	51	70	108	108	
WHOLESALE TRADE -----	1,168	39.0	284.50	284.00	250.00-316.50	-	-	-	48	-	21	116	246	143	178	159	99	64	52	15	12	12	12	
RETAIL TRADE -----	665	39.5	287.00	288.00	253.00-323.00	-	-	11	5	2	28	73	93	92	68	102	100	57	25	8	2	2	2	
FINANCE -----	5,246	37.5	275.00	273.50	247.50-301.50	-	-	-	34	127	247	591	985	959	938	612	416	198	117	13	6	6	6	
SERVICES -----	2,175	39.0	282.50	283.00	247.00-309.00	-	-	-	9	9	107	298	305	301	406	365	168	75	64	19	43	43	43	
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	23,622	39.0	240.50	235.50	208.00-268.50	2	63	378	1094	2543	4267	4135	4108	2669	1806	1232	723	344	150	103	7	-	-	
MANUFACTURING -----	7,557	39.5	247.00	243.00	213.00-276.00	-	-	99	231	660	1289	1238	1367	968	711	525	284	126	23	34	3	-	-	
NONMANUFACTURING -----	16,065	38.5	237.50	231.50	206.50-264.00	2	63	279	862	1883	2978	2897	2742	1701	1095	707	439	218	127	69	4	-	-	
PUBLIC UTILITIES -----	2,849	39.0	278.00	276.50	241.50-313.00	-	-	2	35	97	203	330	466	379	371	340	292	146	119	65	4	-	-	
WHOLESALE TRADE -----	1,939	39.0	232.50	227.00	201.00-264.50	-	26	16	147	282	360	402	207	159	145	111	46	32	5	2	-	-	-	
RETAIL TRADE -----	1,939	39.0	232.50	227.00	201.00-264.50	-	4	9	60	91	169	162	171	151	124	44	18	8	2	2	-	-	-	
FINANCE -----	1,015	39.5	241.00	240.00	211.50-270.00	-	-	-	60	91	169	162	171	151	124	44	18	8	2	2	-	-	-	
SERVICES -----	7,506	38.0	227.00	225.50	201.50-251.00	-	25	164	437	1145	1591	1454	1375	737	333	153	63	30	1	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	2,756	39.0	227.00	227.00	201.50-252.00	2	8	88	184	268	656	551	523	275	122	59	20	2	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	8,417	38.5	199.50	196.00	172.50-220.50	88	306	698	1555	1836	1802	926	582	305	165	113	14	5	22	1	-	-	-	
MANUFACTURING -----	2,112	39.0	207.00	201.50	180.00-233.00	8	67	142	318	472	356	321	199	138	62	27	2	-	-	-	-	-	-	
NONMANUFACTURING -----	6,305	38.0	197.00	195.00	170.00-215.00	79	239	557	1237	1364	1447	605	382	167	103	86	12	5	22	1	-	-	-	
PUBLIC UTILITIES -----	1,056	38.5	235.50	230.00	203.50-258.50	-	15	5	115	58	240	176	188	70	76	75	12	4	22	1	-	-	-	
WHOLESALE TRADE -----	641	39.5	193.00	193.00	161.00-218.50	-	69	76	110	83	164	33	55	36	10	5	-	1	-	-	-	-	-	
RETAIL TRADE -----	324	39.5	189.50	193.50	165.00-216.00	15	11	48	37	68	69	54	11	10	2	-	-	-	-	-	-	-	-	
FINANCE -----	3,365	37.5	189.00	190.00	167.50-208.00	58	123	335	794	854	718	308	109	50	11	6	-	-	-	-	-	-	-	
SERVICES -----	919	38.5	186.50	192.00	173.00-203.50	7	20	93	181	301	257	35	20	1	4	-	-	-	-	-	-	-	-	

See footnotes at end of table A-30.

Table A-6. Weekly earnings of professional and technical workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ²	Median ²	Middle range ²	\$ 120	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420		
						Under \$ 120	and under 140	160	180	200	220	240	260	280	300	320	340	360	380	400	420		
ALL WORKERS-- CONTINUED																							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	18,183	39.0	\$ 357.00	\$ 350.00	\$ 316.50-393.50	-	1	5	-	6	50	82	283	926	1635	1949	2677	2684	2070	1713	1370	2733	
MANUFACTURING -----	7,393	39.5	370.00	365.50	330.00-407.50	-	1	-	-	-	3	21	57	179	403	692	1004	1088	907	897	713	1430	
NONMANUFACTURING -----	10,790	38.5	348.00	342.00	307.00-381.50	-	-	5	-	6	47	62	226	747	1232	1257	1673	1596	1163	816	657	1303	
PUBLIC UTILITIES -----	2,108	39.0	386.50	387.00	343.00-430.00	-	-	-	-	-	-	5	10	35	128	123	202	238	229	220	282	637	
WHOLESALE TRADE -----	1,306	39.5	346.00	340.00	299.00-379.50	-	-	-	-	-	-	5	19	149	173	131	172	153	179	102	58	165	
RETAIL TRADE -----	508	39.0	336.50	336.00	311.50-363.50	-	-	-	-	5	-	5	17	14	36	101	92	102	64	41	14	17	
FINANCE -----	4,197	37.5	330.00	327.00	297.00-358.00	-	-	-	-	1	39	39	127	430	589	585	760	616	397	286	157	170	
SERVICES -----	2,672	39.0	348.50	345.00	311.00-375.00	-	-	5	-	-	8	8	53	119	306	317	446	487	294	167	146	314	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	18,506	38.5	303.50	297.50	267.00-334.50	8	-	7	19	114	503	1052	2081	2834	3204	2603	1897	1437	924	784	487	552	
MANUFACTURING -----	7,366	39.5	312.00	305.00	276.00-345.00	-	-	5	6	22	92	249	683	1057	1280	1144	864	696	438	339	223	271	
NONMANUFACTURING -----	11,140	38.5	298.00	291.00	260.00-326.50	8	-	3	13	92	412	803	1399	1777	1925	1459	1033	741	486	445	264	281	
PUBLIC UTILITIES -----	2,199	38.5	331.50	330.00	283.00-378.50	8	-	3	-	3	8	68	172	264	224	242	246	229	222	202	118	192	
WHOLESALE TRADE -----	1,099	39.5	287.50	278.00	245.00-322.00	-	-	-	-	22	89	117	171	178	128	114	87	68	47	24	32	22	
RETAIL TRADE -----	443	39.0	307.50	299.50	282.00-329.00	-	-	-	-	-	7	7	36	52	121	89	39	38	21	8	16	10	
FINANCE -----	4,979	37.5	289.00	285.50	253.00-316.50	-	-	-	2	49	208	502	742	746	955	640	448	253	152	170	59	52	
SERVICES -----	2,420	39.0	289.50	288.00	264.50-310.50	-	-	-	11	19	100	109	278	538	496	374	212	153	44	41	40	5	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	5,268	38.5	264.50	255.50	224.00-301.50	-	-	13	94	352	713	857	751	661	463	401	394	264	174	118	13	1	
MANUFACTURING -----	1,808	39.5	283.50	278.00	236.00-330.00	-	-	1	16	46	191	249	232	188	173	150	203	156	108	82	13	-	
NONMANUFACTURING -----	3,460	38.0	254.50	249.00	218.50-285.00	-	-	12	78	305	522	608	519	473	290	251	190	108	66	36	-	1	
PUBLIC UTILITIES -----	638	39.0	274.50	269.00	246.00-304.00	-	-	-	3	14	49	69	111	131	84	74	55	25	22	2	-	-	
FINANCE -----	1,811	37.5	251.50	247.00	211.00-285.00	-	-	-	66	230	317	232	262	212	141	137	89	58	34	31	-	1	
SERVICES -----	543	39.0	245.50	239.50	221.00-266.50	-	-	2	2	38	71	170	86	97	43	14	14	7	-	-	-	-	
ARTISTS, CLASS A -----	34,028	40.0	272.00	259.00	228.00-300.00	-	3	53	406	1663	4156	5348	5546	4822	3337	2319	1437	986	892	1118	713	1230	
MANUFACTURING -----	24,650	40.0	274.00	257.50	225.50-304.50	-	3	44	332	1205	3250	4016	3819	3212	2209	1451	901	722	747	868	710	1121	
NONMANUFACTURING -----	9,378	39.5	267.50	260.00	232.50-294.50	-	-	9	74	458	906	1332	1727	1610	1128	828	536	264	145	250	3	109	
PUBLIC UTILITIES -----	1,402	39.5	284.00	284.00	256.00-317.50	-	-	-	1	16	80	145	155	278	254	159	180	89	27	17	-	1	
WHOLESALE TRADE -----	487	39.5	238.50	238.00	216.00-250.50	-	-	7	-	5	160	87	153	33	13	16	6	2	5	-	-	-	
SERVICES -----	7,217	39.5	267.00	260.00	232.00-292.00	-	-	1	71	383	644	1061	1376	1243	829	641	341	170	113	233	2	108	
ARTISTS, CLASS B -----	32,733	39.5	213.50	207.50	184.00-238.00	18	455	1624	4490	6919	6563	4812	3187	2234	1037	642	539	136	32	41	3	-	
MANUFACTURING -----	21,743	40.0	211.00	204.00	183.00-234.00	1	311	1196	3083	5204	4267	3118	1855	1225	578	386	354	130	29	5	1	-	
NONMANUFACTURING -----	10,989	39.5	219.00	214.50	188.50-246.00	17	144	427	1407	1715	2297	1694	1332	1009	459	256	185	6	3	36	2	-	
PUBLIC UTILITIES -----	2,224	39.5	238.00	241.50	213.00-265.00	6	3	65	131	118	396	353	467	396	186	100	4	-	-	-	-	-	
WHOLESALE TRADE -----	648	39.5	207.50	200.00	186.50-228.00	-	10	12	88	204	119	114	45	33	14	6	1	-	2	-	-	-	
RETAIL TRADE -----	258	39.0	210.00	202.00	179.00-233.50	-	-	10	83	27	39	45	23	14	6	7	2	2	-	-	-	-	
SERVICES -----	7,710	39.5	214.50	210.00	184.50-240.00	7	123	336	1102	1330	1712	1156	777	560	247	143	177	4	-	36	-	-	
ARTISTS, CLASS C -----	20,376	39.5	171.50	166.00	147.50-191.50	813	2557	4613	5200	3161	1966	1077	464	306	166	44	11	-	-	-	-	-	
MANUFACTURING -----	12,713	40.0	168.50	162.50	145.00-185.00	544	1794	3062	3515	1847	879	480	237	171	141	42	1	-	-	-	-	-	
NONMANUFACTURING -----	7,664	39.5	177.00	172.50	150.00-202.00	269	763	1550	1685	1314	1086	597	226	135	25	2	10	-	-	-	-	-	
PUBLIC UTILITIES -----	1,891	39.5	201.00	205.00	182.00-217.00	11	40	174	226	419	573	255	84	85	12	2	9	-	-	-	-	-	
WHOLESALE TRADE -----	449	39.5	166.00	161.00	150.00-172.50	-	60	115	176	56	8	19	5	1	9	-	-	-	-	-	-	-	
SERVICES -----	5,187	40.0	169.00	165.00	146.00-190.00	249	659	1199	1260	826	495	314	136	48	-	-	-	-	-	-	-	-	
AFTER-TRACERS -----	4,706	39.5	148.50	145.50	121.00-171.00	977	1061	871	865	687	128	77	31	7	2	-	-	-	-	-	-	-	
MANUFACTURING -----	1,917	40.0	146.00	140.00	121.50-163.00	363	588	424	289	96	52	66	30	7	2	-	-	-	-	-	-	-	
NONMANUFACTURING -----	2,790	39.0	150.50	151.00	120.50-179.00	614	474	447	576	591	76	11	1	-	-	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	1,328	38.5	169.50	169.50	151.00-190.00	51	120	241	382	507	15	11	1	-	-	-	-	-	-	-	-	-	
SERVICES -----	1,363	39.5	132.50	126.00	110.00-155.50	561	303	188	167	84	61	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table A-30.

Table A-6. Weekly earnings of professional and technical workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
						120	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	and over
						Under \$ 120	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	over	
ALL WORKERS-- CONTINUED																						
ELECTRONICS TECHNICIANS -----	49,840	40.0	\$ 241.50	\$ 246.50	\$ 205.50-278.00	151	342	1633	3478	4872	6123	6624	7047	7466	7174	3264	1119	236	292	13	8	-
MANUFACTURING -----	26,763	40.0	226.00	223.00	194.00-259.00	31	137	1200	2713	3755	4764	4247	3405	2861	2397	854	264	129	6	1	-	-
NONMANUFACTURING -----	23,076	40.0	259.50	267.50	234.00-289.50	120	205	433	766	1117	1358	2377	3642	4605	4777	2410	855	107	286	12	8	-
PUBLIC UTILITIES -----	16,315	40.0	265.00	268.50	247.50-289.50	63	165	324	362	465	607	1348	2669	3862	3794	1611	707	48	270	12	8	-
WHOLESALE TRADE -----	4,539	40.0	255.50	259.00	220.00-293.00	-	13	23	256	341	501	549	684	493	812	711	111	30	16	-	-	-
SERVICES -----	2,206	40.0	228.00	230.00	194.00-261.00	56	27	84	148	304	250	477	289	250	168	87	37	29	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	18,716	40.0	266.50	268.50	238.50-293.00	-	-	71	137	548	1503	2622	2812	3883	3099	2811	827	187	196	13	9	-
NONMANUFACTURING -----	10,802	40.0	255.50	257.00	229.50-283.00	-	-	35	117	465	1113	2062	2047	1967	1958	687	241	105	4	1	-	-
PUBLIC UTILITIES -----	7,914	40.0	282.00	281.00	260.50-308.50	-	-	36	20	83	390	560	764	1916	1141	2124	587	81	192	12	8	-
WHOLESALE TRADE -----	4,987	40.0	289.50	289.00	268.50-313.00	-	-	34	7	5	78	146	387	1521	713	1387	475	38	177	12	8	-
SERVICES -----	1,897	40.0	279.00	298.50	249.00-307.00	-	-	-	-	27	177	198	183	197	316	674	85	24	15	-	-	-
ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	1,025	40.0	252.00	248.50	225.00-274.50	-	-	2	13	48	134	216	194	199	110	63	27	19	-	-	-	-
NONMANUFACTURING -----	22,071	40.0	233.00	231.00	201.00-267.50	79	51	604	1466	2880	3711	3323	3243	3042	2986	403	169	44	70	-	-	-
PUBLIC UTILITIES -----	11,493	40.0	214.00	210.00	192.00-234.50	-	12	523	1119	2251	3135	2066	1166	607	409	167	13	24	2	-	-	-
WHOLESALE TRADE -----	10,577	40.0	253.50	262.00	232.00-280.00	79	39	81	347	630	576	1258	2077	2435	2576	236	156	20	68	-	-	-
SERVICES -----	8,227	40.0	258.00	267.50	247.50-280.00	50	34	59	168	317	325	864	1713	2174	2109	194	143	10	68	-	-	-
ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	1,581	40.0	247.50	252.50	214.00-293.00	-	-	-	103	185	161	184	281	210	428	17	13	-	-	-	-	-
NONMANUFACTURING -----	761	40.0	219.50	223.50	192.00-241.50	29	5	20	77	126	90	207	84	51	38	24	-	10	-	-	-	-
PUBLIC UTILITIES -----	6,317	40.0	188.50	181.00	161.50-210.00	72	291	948	1734	1177	844	308	803	74	50	4	12	-	-	-	-	-
WHOLESALE TRADE -----	4,079	40.0	181.00	177.50	161.50-196.00	31	125	631	1445	982	499	102	176	57	30	-	2	-	-	-	-	-
SERVICES -----	2,237	40.0	202.50	204.00	162.00-253.50	41	166	317	290	195	345	206	628	17	20	4	10	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS D- MANUFACTURING -----	1,295	40.0	203.00	206.00	158.00-253.50	13	132	232	143	54	186	44	472	15	-	4	-	-	-	-	-	-
NONMANUFACTURING -----	331	40.0	186.00	181.50	150.50-223.00	28	22	62	41	63	26	50	9	-	20	-	10	-	-	-	-	-
PUBLIC UTILITIES -----	9,117	39.5	220.50	215.50	191.00-246.00	12	78	253	1015	1661	1895	1454	1213	685	550	227	63	9	2	-	-	-
WHOLESALE TRADE -----	7,609	39.5	220.50	215.00	191.00-246.00	11	69	200	877	1388	1604	1144	1016	551	472	213	58	3	2	-	-	-
SERVICES -----	1,508	38.5	220.00	219.00	192.50-244.00	1	9	54	138	273	291	310	196	133	78	14	5	6	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS E- MANUFACTURING -----	445	39.0	246.50	244.00	223.00-268.00	-	-	1	7	15	79	101	81	82	59	9	5	6	-	-	-	-
NONMANUFACTURING -----	292	39.0	192.00	191.50	169.00-215.00	1	8	33	58	69	63	42	18	-	-	-	-	-	-	-	-	-
SERVICES -----	488	37.0	209.50	206.50	187.00-230.00	-	-	13	58	134	101	109	46	22	5	-	-	-	-	-	-	-

See footnotes at end of table A-30.

Table A-7. Weekly earnings of professional and technical workers in the Northeast,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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See footnotes at end of table A-30.

Table A-7. Weekly earnings of professional and technical workers in the Northeast,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
						Under \$120	120 and under 140	140 160	160 180	180 200	200 220	220 240	240 260	260 280	280 300	300 320	320 340	340 360	360 380	380 400	400 420	420 and over	
ALL WORKERS-- CONTINUED																							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	5,621	37.5	\$315.50	\$307.00	\$278.50-351.50	-	-	-	-	26	125	267	472	622	971	812	605	522	385	325	212	276	
MANUFACTURING -----	2,101	38.5	313.50	307.00	282.00-343.00	-	-	-	-	23	86	102	242	428	408	265	230	124	77	51	67		
NONMANUFACTURING -----	3,521	36.5	316.50	307.00	271.50-360.00	-	-	-	-	26	102	181	370	380	544	404	341	292	262	249	162	209	
PUBLIC UTILITIES -----	696	37.0	353.50	350.00	305.50-403.00	-	-	-	-	3	-	24	27	59	47	79	85	52	78	42	64	137	
FINANCE -----	2,087	36.5	303.50	292.00	261.00-344.50	-	-	-	-	23	88	139	258	266	377	212	184	135	133	165	56	52	
SERVICES -----	397	37.5	325.50	326.50	288.00-364.50	-	-	-	-	4	10	27	28	47	61	47	74	37	37	26	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	1,659	37.0	272.50	269.50	225.00-315.00	-	-	1	42	104	208	233	135	225	152	173	144	109	75	48	8	1	
MANUFACTURING -----	443	38.5	279.50	275.00	230.50-326.50	-	-	-	4	12	68	54	41	65	45	37	33	34	29	13	8	-	
NONMANUFACTURING -----	1,216	36.0	270.00	269.00	223.00-312.00	-	-	1	38	92	141	179	93	160	107	136	111	75	46	35	-	1	
FINANCE -----	910	36.0	268.00	269.00	217.00-312.00	-	-	-	38	86	113	109	80	106	67	108	78	58	34	31	-	1	
DRAFTERS, CLASS A -----	8,783	39.5	258.00	255.00	227.00-285.00	-	-	22	104	310	1222	1638	1466	1509	979	869	366	158	69	41	7	23	
MANUFACTURING -----	6,465	40.0	255.00	250.00	224.50-282.00	-	-	14	96	236	991	1326	1124	933	737	558	219	132	53	18	6	22	
NONMANUFACTURING -----	2,317	38.5	266.00	268.00	237.00-294.00	-	-	8	74	231	312	342	575	242	311	147	26	16	23	1	1	-	
SERVICES -----	1,810	39.0	263.50	265.00	239.50-285.00	-	-	-	7	63	146	261	296	483	203	258	75	3	2	13	-	-	
DRAFTERS, CLASS B -----	9,143	39.5	216.50	211.00	189.50-241.00	4	71	419	972	1733	2102	1402	1075	770	327	203	50	7	6	-	2	-	
MANUFACTURING -----	6,094	39.5	212.50	207.50	186.50-233.00	-	41	290	699	1325	1547	888	591	451	147	88	21	1	5	-	-	-	
NONMANUFACTURING -----	3,049	38.5	225.00	224.00	195.00-255.00	4	30	129	273	408	554	514	484	319	180	115	29	6	1	-	2	-	
PUBLIC UTILITIES -----	438	38.0	257.00	259.00	232.00-278.50	-	-	-	11	21	42	46	100	111	76	29	2	-	-	-	-	-	
SERVICES -----	2,329	38.5	221.50	220.00	195.00-248.00	-	22	119	192	325	468	424	366	202	101	80	25	4	-	-	-	-	
DRAFTERS, CLASS C -----	4,918	39.5	177.00	173.00	154.00-198.50	171	351	955	1324	935	649	320	114	55	32	3	10	-	-	-	-	-	
MANUFACTURING -----	3,133	39.5	171.50	168.00	150.00-188.50	112	224	718	970	558	336	139	52	12	12	1	-	-	-	-	-	-	
NONMANUFACTURING -----	1,785	39.0	186.50	185.00	160.00-216.50	59	127	238	354	377	313	181	62	43	20	2	10	-	-	-	-	-	
PUBLIC UTILITIES -----	508	38.0	217.00	216.50	198.50-230.00	8	-	15	18	110	205	44	48	42	7	2	9	-	-	-	-	-	
SERVICES -----	1,129	39.5	173.00	171.50	150.00-193.00	42	125	186	286	255	107	119	9	-	-	-	-	-	-	-	-	-	
DRAFTER-TRACERS -----	1,329	39.0	147.50	143.00	125.00-171.50	191	403	272	198	195	67	-	3	-	-	-	-	-	-	-	-	-	
MANUFACTURING -----	597	40.0	145.50	140.00	125.00-163.00	10	274	150	116	39	4	-	3	-	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	732	38.5	149.00	149.50	120.00-185.00	181	129	122	82	156	63	-	-	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	13,332	40.0	244.50	244.00	206.00-280.00	12	3	234	792	1327	2250	1646	1472	1416	2700	1106	244	63	68	-	-	-	
MANUFACTURING -----	7,781	40.0	222.00	215.00	196.00-247.50	12	-	212	714	1213	2037	1306	1002	593	391	164	91	46	-	-	-	-	
NONMANUFACTURING -----	5,551	40.0	276.50	280.00	265.50-295.00	-	3	22	78	115	213	340	470	823	2310	942	153	16	68	-	-	-	
PUBLIC UTILITIES -----	4,704	40.0	282.50	280.00	268.50-295.00	-	-	-	22	19	123	189	291	727	2274	828	146	16	68	-	-	-	
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	5,610	40.0	264.00	268.00	238.00-292.00	-	-	-	86	218	490	692	996	959	871	1053	187	60	-	-	-	-	
NONMANUFACTURING -----	2,994	40.0	249.50	250.00	224.00-271.00	-	-	-	76	177	362	563	705	516	332	128	90	45	-	-	-	-	
PUBLIC UTILITIES -----	2,616	40.0	280.50	289.00	268.50-308.50	-	-	-	10	41	128	128	291	443	539	525	97	14	-	-	-	-	
SERVICES -----	2,014	40.0	288.00	289.00	268.50-310.50	-	-	-	4	2	60	14	143	372	503	811	90	14	-	-	-	-	
ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	6,036	40.0	231.50	221.00	201.00-265.50	-	-	98	289	933	1591	914	449	440	1142	53	57	3	68	-	-	-	
NONMANUFACTURING -----	3,915	40.0	210.50	206.00	195.00-223.00	-	-	96	247	898	1516	709	280	74	58	36	1	1	-	-	-	-	
SERVICES -----	2,122	40.0	270.00	280.00	261.00-280.00	-	-	2	41	35	75	206	169	366	1085	17	56	2	68	-	-	-	
ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	882	39.5	176.50	170.00	161.50-192.00	12	3	133	399	138	158	22	5	11	1	-	-	-	-	-	-	-	
SERVICES -----	776	39.5	175.50	167.50	161.50-190.50	12	-	114	373	104	148	22	1	1	1	-	-	-	-	-	-	-	
NURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	2,723	39.0	211.50	209.00	185.00-234.50	1	25	118	338	580	624	450	336	142	70	30	8	2	-	-	-	-	
NONMANUFACTURING -----	2,127	39.5	210.00	207.00	184.00-233.00	-	23	92	291	469	494	307	261	98	59	27	7	-	-	-	-	-	
SERVICES -----	596	37.5	216.50	217.00	192.50-238.00	1	2	27	47	111	130	143	75	44	11	3	1	2	-	-	-	-	

See footnotes at end of table A-30.

Table A-8. Weekly earnings of professional and technical workers in the South,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	Under \$100	\$100 and under 120	\$120 140	\$140 160	\$160 180	\$180 200	\$200 220	\$220 240	\$240 260	\$260 280	\$280 300	\$300 320	\$320 340	\$340 360	\$360 380	\$380 400	\$400 and over
ALL WORKERS																						
COMPUTER OPERATORS, CLASS A -----	3,330	39.5	\$204.50	\$194.50	\$173.50-229.50	-	3	117	275	804	615	528	303	249	212	78	58	67	14	5	2	-
MANUFACTURING -----	853	39.5	219.50	214.00	182.50-255.00	-	2	44	63	90	136	114	85	144	87	28	28	23	3	5	2	-
NONMANUFACTURING -----	2,476	39.0	199.00	186.50	173.00-218.50	-	1	73	212	714	478	414	219	105	125	50	30	45	11	-	-	-
FINANCE -----	871	38.5	186.50	180.50	165.00-201.50	-	-	39	124	266	198	137	48	26	17	4	12	-	-	-	-	-
SERVICES -----	922	39.5	190.50	182.50	177.00-201.50	-	-	35	76	316	218	147	44	23	48	12	3	-	-	-	-	-
COMPUTER OPERATORS, CLASS B -----	7,887	39.5	171.50	166.00	146.00-190.00	44	224	1073	1926	1952	1240	651	427	127	111	36	30	44	4	-	-	-
MANUFACTURING -----	2,116	39.5	182.00	175.00	154.00-202.00	5	12	176	459	512	398	248	164	32	49	12	25	23	4	-	-	-
NONMANUFACTURING -----	5,771	39.0	168.00	163.00	144.00-185.00	39	212	897	1467	1440	843	403	264	95	62	24	5	21	-	-	-	-
PUBLIC UTILITIES -----	725	39.0	197.50	198.00	175.50-220.50	-	-	13	82	195	114	135	100	40	42	4	-	-	-	-	-	-
WHOLESALE TRADE -----	933	40.0	179.00	167.50	151.00-196.00	-	4	69	283	225	146	69	68	23	13	8	5	21	-	-	-	-
RETAIL TRADE -----	540	39.5	172.00	166.50	151.00-191.00	2	4	65	112	145	105	67	22	17	1	-	-	-	-	-	-	-
FINANCE -----	2,143	38.5	159.50	155.50	139.50-177.50	13	116	413	664	473	320	63	58	9	6	9	-	-	-	-	-	-
SERVICES -----	1,430	39.5	156.00	156.00	136.00-175.00	24	89	336	327	403	158	69	15	7	-	3	-	-	-	-	-	-
COMPUTER OPERATORS, CLASS C -----	4,188	39.5	144.00	137.00	121.00-159.50	102	782	1409	867	533	258	101	30	48	33	21	5	-	-	-	-	-
MANUFACTURING -----	840	39.5	154.00	147.50	129.00-168.00	-	44	278	240	137	76	28	2	23	12	-	1	-	-	-	-	-
NONMANUFACTURING -----	3,348	39.0	141.50	134.00	120.00-156.50	102	738	1131	627	396	182	73	28	26	21	21	4	-	-	-	-	-
PUBLIC UTILITIES -----	525	39.0	174.00	177.50	143.50-196.00	-	29	85	75	117	140	31	16	8	10	13	-	-	-	-	-	-
WHOLESALE TRADE -----	555	39.5	149.50	139.50	128.00-160.00	9	68	223	143	79	11	32	7	6	5	8	4	-	-	-	-	-
FINANCE -----	1,189	39.0	130.50	130.00	111.50-144.00	77	321	430	227	112	18	4	-	-	-	-	-	-	-	-	-	-
SERVICES -----	835	39.5	128.50	127.50	108.00-137.50	11	292	347	112	60	4	3	-	-	6	-	-	-	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	3,831	39.0	273.00	269.00	240.00-301.50	-	-	-	-	77	62	184	637	703	581	576	476	207	170	86	20	52
MANUFACTURING -----	953	39.5	292.50	290.00	255.50-322.00	-	-	-	-	10	26	99	121	155	133	159	94	76	36	11	33	
NONMANUFACTURING -----	2,878	39.0	266.50	260.00	236.50-294.00	-	-	-	-	77	52	158	538	582	426	443	317	113	94	50	9	19
PUBLIC UTILITIES -----	268	39.5	304.50	300.50	274.50-337.00	-	-	-	-	-	8	9	40	16	59	48	29	30	17	5	8	
WHOLESALE TRADE -----	266	40.0	246.00	249.50	223.50-276.50	-	-	-	-	48	-	17	43	76	28	21	18	3	11	1	-	-
FINANCE -----	1,263	38.0	256.50	252.00	232.00-278.50	-	-	-	-	22	48	115	231	314	230	152	72	43	24	7	2	4
SERVICES -----	908	39.5	272.50	276.00	240.00-299.00	-	-	-	-	6	4	12	215	122	134	200	144	29	14	19	2	7
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	6,074	39.0	225.50	221.00	196.50-252.00	-	-	33	244	533	841	1319	1003	1001	497	294	160	51	46	48	3	2
MANUFACTURING -----	1,309	39.5	233.00	230.00	201.50-256.00	-	-	-	27	85	178	252	237	228	127	73	51	21	21	5	3	2
NONMANUFACTURING -----	4,764	39.0	223.50	218.50	196.00-250.00	-	-	33	217	448	663	1067	766	773	370	221	110	29	25	43	-	-
PUBLIC UTILITIES -----	716	39.0	261.00	257.50	230.00-284.50	-	-	-	2	15	37	101	61	170	129	80	53	20	8	43	-	-
WHOLESALE TRADE -----	491	39.5	218.00	218.50	192.50-245.50	-	-	26	11	53	85	82	87	47	50	46	2	2	-	-	-	-
FINANCE -----	2,228	38.5	215.00	213.00	193.50-238.00	-	-	7	127	227	395	579	370	306	110	52	34	5	17	-	-	-
SERVICES -----	1,111	39.5	216.00	215.00	192.00-244.00	-	-	-	76	131	132	261	213	199	57	29	11	3	-	-	-	-
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	1,943	39.0	183.00	179.50	155.50-203.50	-	63	210	261	451	383	274	105	120	51	15	11	-	-	-	-	-
MANUFACTURING -----	406	39.0	200.50	199.00	164.00-238.00	-	8	37	39	43	83	67	40	56	23	5	5	-	-	-	-	-
NONMANUFACTURING -----	1,538	39.0	178.50	175.00	155.00-199.00	-	55	173	222	408	300	207	66	64	28	10	6	-	-	-	-	-
PUBLIC UTILITIES -----	277	39.0	210.00	209.00	170.00-246.50	-	-	15	4	82	14	45	36	47	22	10	3	-	-	-	-	-
FINANCE -----	775	38.0	167.00	167.00	147.00-185.00	-	55	97	132	254	143	67	14	8	3	-	3	-	-	-	-	-
SERVICES -----	273	39.0	184.00	192.00	161.00-198.00	-	-	8	58	39	107	50	6	5	-	-	-	-	-	-	-	-
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	3,247	39.5	345.50	345.00	310.50-377.00	-	-	-	-	1	19	24	68	208	311	386	483	627	351	236	533	
MANUFACTURING -----	903	39.5	362.50	356.50	326.50-399.50	-	-	-	-	-	2	6	15	21	38	84	145	163	114	94	221	
NONMANUFACTURING -----	2,344	39.5	339.00	338.00	305.00-369.00	-	-	-	-	1	17	18	53	187	273	302	338	464	236	142	313	
FINANCE -----	567	38.5	318.00	321.00	287.50-349.50	-	-	-	-	1	15	15	19	58	108	61	100	96	51	38	7	
SERVICES -----	956	39.5	348.00	345.00	311.50-375.00	-	-	-	-	-	2	2	16	44	100	131	139	242	93	36	192	

See footnotes at end of table A-30.

Table A-8. Weekly earnings of professional and technical workers in the South,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²																			
						\$ 100 and under \$ 100	\$ 120	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400 and over			
ALL WORKERS-- CONTINUED																								
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	3,801	39.5	\$ 289.50	\$ 288.00	\$ 262.50-314.50	-	8	-	7	13	22	146	226	466	764	802	497	371	230	119	47	8		
MANUFACTURING -----	1,157	39.5	303.00	299.00	272.50-332.00	-	-	-	5	-	4	39	29	119	176	231	152	175	95	75	33	2		
NONMANUFACTURING -----	2,643	39.0	283.50	281.50	259.00-306.50	-	8	-	3	13	18	107	198	347	589	572	345	195	135	43	14	5		
PUBLIC UTILITIES -----	317	39.0	297.50	289.00	259.00-336.00	-	8	-	3	-	-	1	21	47	71	38	23	33	25	15	10	2		
WHOLESALE TRADE -----	377	40.0	290.50	288.50	255.50-319.00	-	-	-	-	-	-	25	36	44	69	53	58	34	18	18	-	2		
FINANCE -----	902	38.5	275.00	274.50	247.50-299.50	-	-	-	-	2	7	42	113	173	144	210	116	46	42	7	-	-		
SERVICES -----	965	39.5	283.00	282.00	269.00-301.50	-	-	-	-	11	12	39	28	74	294	247	136	81	38	1	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	1,019	39.0	254.00	251.50	229.50-278.50	-	-	-	11	21	46	104	223	197	171	102	88	35	15	3	2			
MANUFACTURING -----	258	39.5	268.00	266.00	236.00-300.50	-	-	-	-	7	1	21	42	51	37	33	44	17	4	-	2			
NONMANUFACTURING -----	762	39.0	249.50	249.00	225.50-271.50	-	-	-	11	14	45	84	181	146	135	69	45	19	11	3	-			
DRAFTERS, CLASS A -----	6,283	40.0	249.00	246.00	217.00-279.00	-	-	2	20	160	617	977	1013	1054	894	685	436	265	95	38	14	1		
MANUFACTURING -----	3,706	40.0	248.50	245.00	215.00-279.50	-	-	2	19	116	354	661	572	518	541	433	250	138	54	33	4	1		
NONMANUFACTURING -----	2,577	40.0	250.50	247.50	220.00-277.50	-	-	-	1	44	263	316	441	535	353	252	187	128	41	5	10			
PUBLIC UTILITIES -----	476	40.0	274.50	271.00	236.50-307.00	-	-	-	-	1	13	52	65	49	72	89	64	46	16	3	6			
SERVICES -----	1,939	40.0	244.50	241.50	217.50-265.00	-	-	-	1	42	250	235	330	449	251	154	119	78	23	1	4			
DRAFTERS, CLASS B -----	7,656	40.0	199.50	195.50	170.00-222.00	-	13	350	805	1378	1481	1530	900	581	357	125	106	67	1	2	-			
MANUFACTURING -----	4,721	40.0	197.00	192.00	167.00-220.00	-	-	255	601	831	972	820	554	339	155	59	73	62	1	2	-			
NONMANUFACTURING -----	2,975	40.0	203.00	203.50	174.00-225.50	-	13	95	204	547	510	711	346	242	202	66	34	5	-	-	-			
PUBLIC UTILITIES -----	605	40.0	214.50	211.50	173.00-247.00	-	6	3	63	92	62	122	47	95	77	16	23	-	-	-	-			
SERVICES -----	2,118	40.0	200.00	200.00	174.00-220.00	-	7	82	129	408	381	546	264	138	115	35	8	4	-	-	-			
DRAFTERS, CLASS C -----	5,410	40.0	161.00	159.00	138.00-177.50	46	394	970	1317	1383	659	301	206	56	47	29	2	-	-	-	-			
MANUFACTURING -----	2,981	40.0	158.50	155.50	134.50-174.00	19	268	686	609	749	342	120	89	36	35	29	2	-	-	-	-			
NONMANUFACTURING -----	2,429	40.0	163.50	160.00	144.00-180.00	26	127	284	708	634	318	182	118	20	12	-	-	-	-	-	-			
PUBLIC UTILITIES -----	370	39.5	173.00	166.50	150.00-200.00	-	2	32	125	70	47	70	23	-	1	-	-	-	-	-	-			
SERVICES -----	1,915	40.0	162.50	160.00	144.00-180.00	26	125	201	547	532	258	103	92	20	11	-	-	-	-	-	-			
DRAFTER-TRACERS -----	1,704	39.0	149.50	150.00	125.50-171.50	96	256	319	291	379	343	17	4	-	-	-	-	-	-	-	-			
MANUFACTURING -----	342	40.0	130.50	132.00	102.00-140.00	55	71	106	61	11	23	11	4	-	-	-	-	-	-	-	-			
NONMANUFACTURING -----	1,363	38.5	154.50	161.50	130.00-177.50	40	185	213	231	368	320	6	-	-	-	-	-	-	-	-	-			
ELECTRONICS TECHNICIANS -----	13,425	40.0	231.50	233.00	198.00-265.00	19	107	293	622	1066	1447	1622	1946	2302	2365	778	445	177	58	178	-			
MANUFACTURING -----	5,718	40.0	224.00	225.00	194.00-258.50	19	-	99	239	603	775	894	1050	670	742	481	85	50	11	-	-			
NONMANUFACTURING -----	7,707	40.0	237.50	247.50	202.00-274.50	-	107	194	383	463	673	727	896	1632	1623	297	360	127	47	178	-			
PUBLIC UTILITIES -----	5,252	40.0	242.00	249.50	212.50-275.00	-	50	157	323	258	281	383	460	1293	1354	181	280	61	8	163	-			
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	4,414	40.0	262.00	263.00	235.00-280.00	-	-	-	65	35	141	362	714	734	1228	507	257	154	40	178	-			
NONMANUFACTURING -----	2,011	40.0	253.00	253.50	232.00-280.00	-	-	-	29	25	102	166	412	442	321	369	85	50	11	-	-			
PUBLIC UTILITIES -----	2,403	39.5	269.50	267.00	244.00-281.00	-	-	-	36	10	39	196	302	292	907	138	172	104	29	178	-			
SERVICES -----	1,516	39.5	279.00	275.00	260.00-292.50	-	-	-	34	3	-	15	122	178	766	62	112	61	-	163	-			
ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	6,352	40.0	228.50	228.00	198.50-254.00	-	79	39	182	532	806	796	1122	1444	887	248	188	13	18	-	-			
NONMANUFACTURING -----	2,407	40.0	215.50	218.00	191.00-229.00	-	-	-	104	310	357	505	629	216	173	112	-	-	-	-	-			
PUBLIC UTILITIES -----	3,945	40.0	236.00	247.50	207.00-270.00	-	79	39	78	221	449	290	492	1228	714	136	188	13	18	-	-			
SERVICES -----	3,050	40.0	240.50	247.50	225.00-274.50	-	50	34	58	124	241	221	330	1112	588	116	168	-	8	-	-			
ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	2,342	40.0	182.50	181.00	158.00-204.00	19	28	254	376	483	433	454	109	124	23	20	-	10	-	-	-			
NONMANUFACTURING -----	1,073	40.0	180.50	183.50	164.00-199.50	19	-	99	106	268	316	223	8	13	21	-	-	-	-	-	-			
SERVICES -----	1,269	40.0	184.00	176.00	157.00-216.50	-	28	155	270	215	117	241	100	111	2	20	-	10	-	-	-			
NURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	1,843	39.5	210.50	207.00	184.00-236.00	-	11	39	73	262	413	395	268	172	104	70	22	6	5	2	-			
NONMANUFACTURING -----	1,493	40.0	210.50	207.50	184.00-236.00	-	11	37	52	211	326	332	209	151	71	62	21	6	2	2	-			
SERVICES -----	349	39.0	210.00	205.00	184.50-236.00	-	-	2	21	51	87	63	60	22	33	8	1	-	3	-	-			

See footnotes at end of table A-30.

Table A-9. Weekly earnings of professional and technical workers in the North Central region,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$ 120	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420			
						Under \$ 120	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	over			
ALL WORKERS																								
COMPUTER OPERATORS, CLASS A -----	4,855	39.5	\$ 223.00	\$ 215.00	\$ 188.00-249.50	-	28	172	688	861	870	773	489	398	172	160	149	52	32	13	-	-		
MANUFACTURING -----	2,253	39.5	231.50	222.50	193.50-259.50	-	-	45	230	417	400	361	267	211	99	111	87	25	27	13	-	-		
NONMANUFACTURING -----	2,562	39.0	215.50	210.00	181.00-239.00	-	28	127	458	444	470	411	222	186	73	49	62	27	5	-	-	-		
PUBLIC UTILITIES -----	423	40.0	268.00	261.00	240.00-295.00	-	-	-	6	4	16	78	99	87	34	28	47	21	4	-	-	-		
WHOLESALE TRADE -----	355	39.0	228.50	221.00	185.00-261.50	-	-	9	64	39	65	46	36	43	22	11	13	6	1	-	-	-		
FINANCE -----	1,126	39.0	199.50	196.00	175.00-214.00	-	2	71	245	300	279	119	55	34	11	10	1	-	-	-	-	-		
SERVICES -----	464	39.5	197.50	194.50	170.00-230.00	-	26	43	128	55	59	115	21	12	5	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS B -----	8,760	39.5	189.50	182.00	160.00-210.00	39	710	1429	1960	1769	1218	611	336	181	235	137	101	36	1	-	-	-		
MANUFACTURING -----	3,656	39.5	202.00	191.00	165.00-224.00	2	165	547	680	744	533	272	166	152	170	116	79	31	-	-	-	-		
NONMANUFACTURING -----	5,103	39.0	181.00	176.00	154.00-201.50	37	545	883	1280	1025	685	338	169	28	64	21	22	5	1	-	-	-		
PUBLIC UTILITIES -----	886	40.0	212.50	203.50	187.00-236.50	-	12	43	110	238	125	170	95	4	55	7	20	5	1	-	-	-		
WHOLESALE TRADE -----	1,041	39.5	179.50	173.00	160.00-199.00	8	87	163	337	193	174	34	7	15	9	12	2	-	-	-	-	-		
RETAIL TRADE -----	507	39.5	181.50	180.00	160.00-200.00	9	31	75	130	124	78	47	9	2	-	2	-	-	-	-	-	-		
FINANCE -----	1,983	39.0	168.00	167.00	146.50-185.00	19	351	456	535	330	188	56	46	3	-	-	-	-	-	-	-	-		
SERVICES -----	687	39.0	178.00	176.00	153.00-199.50	1	64	146	168	140	120	32	12	4	-	-	-	-	-	-	-	-		
COMPUTER OPERATORS, CLASS C -----	4,342	39.5	160.50	150.00	136.00-176.00	264	1121	1180	772	406	249	87	89	122	37	15	-	-	-	-	-	-		
MANUFACTURING -----	1,611	39.5	173.00	163.50	142.50-188.50	61	302	363	369	178	90	49	77	74	34	14	-	-	-	-	-	-		
NONMANUFACTURING -----	2,731	39.0	153.00	147.00	134.00-168.00	203	820	817	403	228	159	38	12	48	3	1	-	-	-	-	-	-		
PUBLIC UTILITIES -----	448	40.0	187.50	182.00	166.50-203.00	6	40	37	76	114	109	19	5	42	-	-	-	-	-	-	-	-		
WHOLESALE TRADE -----	472	39.5	152.00	143.00	136.00-162.00	10	179	138	81	36	7	4	6	6	3	1	-	-	-	-	-	-		
RETAIL TRADE -----	329	39.5	141.50	145.00	127.00-156.50	59	56	158	30	19	7	-	-	-	-	-	-	-	-	-	-	-		
FINANCE -----	1,037	38.5	143.50	140.50	131.00-153.50	85	415	355	146	18	3	15	-	-	-	-	-	-	-	-	-	-		
SERVICES -----	445	39.5	151.00	146.00	129.00-165.00	43	129	129	70	40	33	-	1	-	-	-	-	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	5,527	39.0	289.50	279.50	249.50-326.00	-	-	-	18	74	267	592	950	882	732	473	507	356	321	174	89	93		
MANUFACTURING -----	2,500	39.5	298.50	290.00	255.50-343.00	-	-	-	1	16	79	249	369	410	276	210	232	224	217	148	54	16		
NONMANUFACTURING -----	3,027	39.0	282.00	274.00	246.00-310.00	-	-	-	17	58	188	343	581	472	457	263	275	132	104	26	36	77		
PUBLIC UTILITIES -----	606	39.5	325.50	320.00	276.50-362.00	-	-	-	3	5	13	39	60	39	97	50	99	43	40	16	26	76		
WHOLESALE TRADE -----	379	39.5	298.50	307.00	255.50-330.00	-	-	-	-	-	3	46	46	53	25	55	73	34	32	7	5	-		
FINANCE -----	1,463	38.5	265.50	264.00	240.00-291.50	-	-	-	11	50	98	210	335	264	249	120	64	40	21	-	3	-		
SERVICES -----	356	39.0	256.00	253.00	239.00-274.50	-	-	-	2	2	70	37	112	82	61	15	14	1	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	7,857	39.0	243.00	238.00	210.00-272.50	-	7	39	310	921	1383	1378	1325	853	700	484	306	105	32	14	1	-		
MANUFACTURING -----	3,101	39.5	250.50	248.50	215.00-283.00	-	-	14	108	264	490	459	565	398	327	263	147	54	9	2	1	-		
NONMANUFACTURING -----	4,755	39.0	238.00	232.00	206.00-264.50	-	7	25	201	657	893	919	760	454	373	221	158	51	23	12	-	-		
PUBLIC UTILITIES -----	1,048	39.5	272.50	276.50	239.50-302.50	-	-	-	7	36	68	173	142	112	199	158	91	33	18	12	-	-		
WHOLESALE TRADE -----	557	39.5	232.50	224.00	200.00-251.00	-	-	4	12	127	120	135	68	34	36	27	15	14	5	-	-	-		
RETAIL TRADE -----	357	40.0	249.00	250.00	218.50-280.00	-	-	2	17	23	51	44	57	70	67	13	9	4	-	-	-	-		
FINANCE -----	1,936	38.5	225.00	224.50	196.00-247.50	-	7	15	133	380	371	406	347	170	51	22	34	-	-	-	-	-		
SERVICES -----	817	38.5	224.50	219.50	201.50-244.00	-	-	4	32	91	284	161	147	68	20	1	10	-	-	-	-	-		
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	2,936	39.0	203.50	199.50	175.00-225.00	15	39	253	536	646	596	406	190	105	80	39	6	4	20	1	-	-		
MANUFACTURING -----	1,000	39.5	214.50	210.00	185.50-237.00	-	2	52	136	177	209	199	91	76	45	11	2	-	-	-	-	-		
NONMANUFACTURING -----	1,936	39.0	198.00	192.00	170.00-215.00	15	37	202	400	469	388	207	99	29	35	28	4	4	20	1	-	-		
PUBLIC UTILITIES -----	279	39.5	193.00	172.50	150.00-230.00	-	17	59	69	16	41	13	39	13	10	1	-	1	-	-	-	-		
WHOLESALE TRADE -----	965	38.5	190.00	190.00	170.00-205.50	-	16	102	225	301	197	93	20	6	4	-	-	-	-	-	-	-		
FINANCE -----	250	39.0	184.50	184.00	169.00-195.50	-	2	24	78	95	36	8	8	-	-	-	-	-	-	-	-	-		
SERVICES -----																								

See footnotes at end of table A-30.

Table A-9. Weekly earnings of professional and technical workers in the North Central region,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						120	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	420	
						Under \$120	and under 140	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over
						140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	420	over	
ALL WORKERS-- CONTINUED																							
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	6,028	39.5	\$ 350.00	\$ 343.00	\$ 310.50-\$ 383.00	-	-	-	-	29	33	123	341	634	745	972	871	690	457	343	790		
MANUFACTURING -----	2,631	39.5	355.00	346.00	317.00-388.00	-	-	-	-	-	8	31	121	224	348	429	422	283	231	174	361		
NONMANUFACTURING -----	3,397	39.0	346.00	339.50	303.50-376.50	-	-	-	-	29	25	92	220	410	397	543	449	407	226	170	430		
PUBLIC UTILITIES -----	956	39.5	385.00	383.00	337.00-435.00	-	-	-	-	-	3	8	13	86	68	93	125	92	81	87	340		
WHOLESALE TRADE -----	421	39.5	356.00	365.00	301.50-397.00	-	-	-	-	-	3	9	37	50	29	35	35	71	50	20	77		
FINANCE -----	1,318	38.5	321.00	322.00	288.50-349.00	-	-	-	-	23	15	47	142	218	185	271	161	138	50	57	11		
SERVICES -----	504	39.5	330.00	335.00	307.00-358.00	-	-	-	-	6	4	23	24	42	76	108	96	86	36	2	1		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	6,253	39.5	302.00	293.50	264.50-333.50	-	-	-	6	58	124	383	841	1080	993	915	570	426	277	329	168	184	
MANUFACTURING -----	2,945	39.5	311.50	299.00	269.00-346.00	-	-	-	6	15	22	121	377	479	474	399	250	207	142	159	135	160	
NONMANUFACTURING -----	3,308	39.0	293.50	287.50	259.00-324.00	-	-	-	43	101	262	464	602	520	416	321	219	135	170	33	24		
PUBLIC UTILITIES -----	854	39.0	330.00	336.00	285.00-372.00	-	-	-	-	7	21	75	97	51	92	99	124	101	141	29	17		
WHOLESALE TRADE -----	446	39.5	276.00	270.00	237.50-306.50	-	-	-	21	35	72	73	86	46	28	15	17	21	22	4	6		
FINANCE -----	1,284	38.5	279.50	279.00	250.00-306.00	-	-	-	20	33	142	219	233	274	153	141	53	10	5	-	-		
SERVICES -----	628	39.5	284.50	287.00	262.50-305.50	-	-	-	2	24	22	88	165	117	127	57	22	2	2	-	-		
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	1,571	39.5	267.00	253.00	222.50-312.50	-	-	1	23	122	312	310	321	170	148	111	161	128	93	67	5	-	
MANUFACTURING -----	919	40.0	292.50	295.00	237.00-343.50	-	-	1	2	25	88	126	112	60	66	50	135	107	77	66	5	-	
NONMANUFACTURING -----	1,052	39.5	245.00	240.00	211.50-266.00	-	-	-	21	97	225	184	209	109	82	61	26	21	16	1	-	-	
FINANCE -----	432	39.0	228.50	223.00	201.00-251.00	-	-	-	12	79	116	61	83	45	27	9	-	-	-	-	-	-	
DRAFTERS, CLASS A -----	13,877	40.0	292.50	269.00	235.00-355.00	-	1	9	111	612	1226	1872	2144	1712	997	738	535	619	664	847	699	1093	
MANUFACTURING -----	11,140	40.0	301.00	276.00	235.50-374.50	-	1	9	90	511	969	1437	1477	1223	621	540	447	522	654	847	699	1093	
NONMANUFACTURING -----	2,738	40.0	255.50	256.00	233.00-284.00	-	-	-	21	101	256	434	667	489	376	198	88	97	10	-	-	-	
PUBLIC UTILITIES -----	399	40.0	276.50	275.50	250.00-297.00	-	-	-	-	2	26	60	63	87	74	23	14	46	4	-	-	-	
SERVICES -----	2,086	40.0	258.50	254.00	235.00-282.00	-	-	-	21	50	187	360	520	381	286	157	70	51	2	-	-	-	
DRAFTERS, CLASS B -----	11,548	40.0	219.00	211.00	187.00-241.50	1	32	334	1594	2681	2038	1839	1070	805	438	285	275	128	22	5	1	-	
MANUFACTURING -----	8,235	40.0	219.50	209.50	186.50-241.50	1	13	245	1080	2159	1331	1272	689	500	314	207	269	128	22	5	1	-	
NONMANUFACTURING -----	3,314	40.0	217.00	214.00	190.00-242.00	-	19	89	514	523	707	568	381	304	124	79	6	-	-	-	-	-	
PUBLIC UTILITIES -----	648	40.0	243.50	246.00	217.50-263.50	-	-	2	17	27	128	115	140	142	46	32	1	-	-	-	-	-	
SERVICES -----	2,351	40.0	210.50	207.00	182.00-230.00	-	19	83	452	429	521	363	206	155	74	46	4	-	-	-	-	-	
DRAFTERS, CLASS C -----	7,359	40.0	176.50	170.00	149.50-197.00	195	897	1621	1734	1181	760	481	196	153	104	39	1	-	-	-	-	-	
MANUFACTURING -----	4,803	40.0	176.00	168.00	149.50-193.50	138	608	1085	1208	764	358	237	142	123	100	39	1	-	-	-	-	-	
NONMANUFACTURING -----	2,557	40.0	177.00	172.50	149.50-205.00	57	288	536	525	416	402	244	54	30	4	-	-	-	-	-	-	-	
PUBLIC UTILITIES -----	735	40.0	203.50	206.50	185.00-225.50	1	8	31	91	161	234	157	21	28	4	-	-	-	-	-	-	-	
SERVICES -----	1,576	40.0	166.50	161.00	144.00-190.00	56	272	419	340	212	162	82	32	1	-	-	-	-	-	-	-	-	
DRAFTER-TRACERS -----	1,412	40.0	149.00	145.50	115.00-170.00	383	271	247	239	120	43	72	28	7	2	-	-	-	-	-	-	-	
MANUFACTURING -----	835	40.0	154.00	149.00	122.00-170.00	183	174	173	145	26	36	61	27	7	2	-	-	-	-	-	-	-	
NONMANUFACTURING -----	578	39.5	142.50	138.00	111.50-168.50	200	97	74	94	93	7	11	1	-	-	-	-	-	-	-	-	-	
ELECTRONICS TECHNICIANS -----	9,212	40.0	248.50	253.50	221.00-276.00	13	26	244	623	707	631	1232	1680	1860	1156	581	380	38	20	13	8	-	
MANUFACTURING -----	3,575	40.0	225.50	223.50	185.00-259.50	-	18	230	483	503	471	516	473	353	236	200	67	17	6	1	-	-	
NONMANUFACTURING -----	5,637	40.0	263.00	267.50	248.50-288.00	13	8	14	140	204	159	716	1207	1507	920	381	313	21	14	12	8	-	
PUBLIC UTILITIES -----	4,655	40.0	266.00	267.50	253.50-288.00	13	8	-	53	119	77	624	1012	1340	738	342	282	12	14	12	8	-	

See footnotes at end of table A-30.

Table A-9. Weekly earnings of professional and technical workers in the North Central region,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																	
			Mean ²	Median ²	Middle range ²	Under \$ 120	\$ 120 and under	\$ 140	\$ 160	\$ 180	\$ 200	\$ 220	\$ 240	\$ 260	\$ 280	\$ 300	\$ 320	\$ 340	\$ 360	\$ 380	\$ 400	\$ 420	
							120	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	over
ALL WORKERS-- CONTINUED																							
ELECTRONICS TECHNICIANS - CONTINUED																							
ELECTRONICS TECHNICIANS, CLASS A-- MANUFACTURING -----	2,460	40.0	\$ 274.50	\$ 275.00	\$ 238.00-313.00	-	-	6	4	38	229	376	238	446	296	515	257	16	18	13	8	-	-
NONMANUFACTURING -----	1,511	40.0	255.00	250.00	227.00-284.00	-	-	6	4	38	229	366	207	255	180	172	48	1	4	1	-	-	-
PUBLIC UTILITIES -----	949	40.0	306.00	313.00	281.00-321.50	-	-	-	-	-	-	10	31	191	116	343	209	15	14	12	8	-	-
	778	40.0	308.50	316.00	282.50-323.00	-	-	-	-	-	-	9	23	151	31	328	190	12	14	12	8	-	-
ELECTRONICS TECHNICIANS, CLASS B-- MANUFACTURING -----	3,965	40.0	242.00	254.50	215.00-267.50	-	12	148	257	333	282	435	692	1254	484	38	12	16	2	-	-	-	-
NONMANUFACTURING -----	1,330	40.0	209.50	201.00	177.00-243.00	-	12	148	210	283	208	195	192	91	27	28	9	16	2	-	-	-	-
	2,634	40.0	258.00	267.50	253.00-267.50	-	-	-	47	51	74	330	500	1163	457	10	3	-	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS C-- MANUFACTURING -----	1,310	40.0	216.50	233.50	177.00-253.50	13	14	82	257	177	68	72	586	12	29	-	2	-	-	-	-	-	-
	668	40.0	193.00	180.00	167.00-212.50	-	6	68	256	159	29	39	74	7	29	-	2	-	-	-	-	-	-
JOBES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	3,630	40.0	228.50	223.00	195.00-259.50	-	15	59	390	614	670	504	491	336	343	160	47	2	-	-	-	-	-
NONMANUFACTURING -----	3,251	40.0	229.00	224.00	195.00-260.00	-	10	55	354	546	606	425	444	309	307	152	43	1	-	-	-	-	-
	379	39.0	224.50	222.50	191.50-247.50	-	5	4	36	68	64	79	47	27	36	8	4	1	-	-	-	-	-

See footnotes at end of table A-30.

Table A-10. Weekly earnings of professional and technical workers in the West,⁵ July 1975

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																		
			Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
						Under \$120	120 and under 140	140 160	160 180	180 200	200 220	220 240	240 260	260 280	280 300	300 320	320 340	340 360	360 380	380 400	400 420	420 and over		
ALL WORKERS			\$	\$	\$																			
COMPUTER OPERATORS, CLASS A -----	2,448	39.5	228.00	222.50	201.00-253.00	-	5	29	137	398	565	479	315	239	193	69	15	4	-	2	-	-	-	
MANUFACTURING -----	975	40.0	233.50	228.00	208.00-260.00	-	-	1	60	95	270	185	118	102	92	44	4	3	-	2	-	-	-	
NONMANUFACTURING -----	1,473	39.5	225.00	221.00	196.50-247.00	-	5	28	77	303	295	294	197	137	101	25	11	1	-	-	-	-	-	
PUBLIC UTILITIES -----	275	40.0	254.00	246.00	221.00-292.00	-	-	1	5	12	20	77	34	35	66	19	6	1	-	-	-	-	-	
WHOLESALE TRADE -----	254	39.5	210.50	200.00	191.50-231.00	-	-	20	10	95	29	59	13	21	3	-	4	-	-	-	-	-	-	
FINANCE -----	423	39.0	212.00	211.50	193.50-230.00	-	-	4	46	108	119	78	50	13	1	4	1	-	-	-	-	-	-	
SERVICES -----	414	39.5	224.50	220.00	201.00-245.50	-	5	-	11	69	125	57	80	46	20	1	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS B -----	4,642	39.5	194.50	190.00	169.00-219.50	45	196	438	1073	955	893	513	317	143	19	29	13	8	-	-	-	-	-	
MANUFACTURING -----	1,557	40.0	200.50	194.50	174.00-221.50	-	24	136	368	334	258	206	116	75	4	21	9	6	-	-	-	-	-	
NONMANUFACTURING -----	3,085	39.5	191.50	188.50	167.00-213.00	45	172	302	706	621	635	307	201	68	15	8	4	2	-	-	-	-	-	
PUBLIC UTILITIES -----	604	40.0	214.50	219.50	204.00-231.00	-	14	32	34	54	219	160	52	35	4	-	1	-	-	-	-	-	-	
WHOLESALE TRADE -----	856	39.5	196.50	193.50	174.00-213.00	40	28	10	187	242	196	57	122	8	1	-	3	2	-	-	-	-	-	
RETAIL TRADE -----	274	40.0	184.50	182.00	160.00-200.50	5	19	42	62	73	29	15	8	11	10	-	-	-	-	-	-	-	-	
FINANCE -----	868	39.0	175.50	172.50	153.50-196.50	-	111	142	271	141	157	38	5	3	-	-	-	-	-	-	-	-	-	
SERVICES -----	444	39.5	186.00	179.00	162.00-198.00	-	1	77	151	111	35	37	14	11	-	8	-	-	-	-	-	-	-	
COMPUTER OPERATORS, CLASS C -----	1,531	39.5	165.00	160.00	140.00-186.50	81	258	434	276	279	86	62	45	5	2	4	-	-	-	-	-	-	-	
MANUFACTURING -----	428	39.5	170.50	160.00	148.00-183.00	3	26	195	75	61	20	20	25	1	2	-	-	-	-	-	-	-	-	
NONMANUFACTURING -----	1,103	39.5	162.50	160.00	138.00-186.50	78	232	239	201	218	66	42	20	4	-	4	-	-	-	-	-	-	-	
FINANCE -----	431	39.0	152.00	145.00	129.00-175.00	75	123	66	78	62	27	1	-	-	-	-	-	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	2,462	39.5	302.00	299.00	269.00-329.50	-	-	-	1	37	39	160	289	307	425	411	290	187	120	78	91	2	2	
MANUFACTURING -----	1,064	40.0	309.50	309.00	278.00-341.50	-	-	-	1	34	26	52	65	101	157	211	144	97	68	53	33	1	1	
NONMANUFACTURING -----	1,398	39.0	296.00	290.00	260.00-324.50	-	-	-	-	3	13	108	225	206	268	200	146	90	52	25	58	2	2	
FINANCE -----	627	38.5	282.00	280.50	253.00-305.00	-	-	-	-	3	9	78	108	109	128	90	66	23	9	3	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	3,025	39.5	254.50	253.00	228.00-280.00	-	-	5	108	147	380	424	645	555	320	251	112	45	27	6	-	-	-	
MANUFACTURING -----	1,062	40.0	261.00	261.00	231.50-287.00	-	-	-	26	28	133	99	216	222	152	110	49	17	5	4	-	-	-	
NONMANUFACTURING -----	1,963	39.0	250.50	249.00	224.50-276.00	-	-	5	82	119	246	325	429	333	168	141	63	28	22	2	-	-	-	
WHOLESALE TRADE -----	327	39.5	232.50	233.00	203.50-264.50	-	-	-	72	9	34	80	43	44	1	30	14	-	-	-	-	-	-	
FINANCE -----	832	38.5	243.50	245.00	218.50-264.50	-	-	-	8	72	141	132	224	143	82	28	1	-	-	-	-	-	-	
SERVICES -----	271	39.5	246.50	247.50	224.50-268.00	-	-	5	-	-	53	56	57	66	24	9	1	-	-	-	-	-	-	
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	858	39.5	207.50	201.50	184.00-226.50	5	8	10	137	249	231	95	79	60	16	8	-	-	-	-	-	-	-	
MANUFACTURING -----	673	39.0	205.50	201.50	188.00-222.50	5	8	10	104	174	191	68	57	44	14	-	-	-	-	-	-	-	-	
FINANCE -----	316	39.0	194.50	195.50	172.50-208.00	-	-	6	82	106	73	28	21	-	-	-	-	-	-	-	-	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	3,074	39.5	352.50	347.50	308.00-386.00	-	1	-	-	-	1	4	45	198	388	309	411	440	411	274	203	3	3	
MANUFACTURING -----	1,131	39.5	370.00	366.00	336.00-400.00	-	1	-	-	-	1	-	4	7	68	103	129	203	176	150	114	1	1	
NONMANUFACTURING -----	1,943	39.5	342.50	334.00	299.00-374.00	-	-	-	-	-	-	4	41	191	320	206	281	238	235	124	89	2	2	
PUBLIC UTILITIES -----	325	40.0	397.50	397.50	368.00-433.50	-	-	-	-	-	-	-	-	2	-	3	33	37	52	51	41	1	1	
FINANCE -----	644	39.0	316.50	313.00	285.00-345.50	-	-	-	-	-	-	2	33	104	108	108	102	96	48	28	14	-	-	
SERVICES -----	650	40.0	347.00	335.50	299.00-375.00	-	-	-	-	-	-	2	8	47	129	75	82	77	85	24	24	-	-	
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	2,831	39.5	302.50	300.00	265.00-333.50	-	-	-	-	8	109	176	303	367	438	479	351	259	143	82	51	-	-	
MANUFACTURING -----	1,164	39.5	319.50	316.50	284.00-350.00	-	-	-	-	3	8	13	86	160	148	185	175	164	97	70	28	-	-	
NONMANUFACTURING -----	1,667	39.5	291.00	290.00	253.00-317.00	-	-	-	-	5	101	163	217	207	290	294	176	95	46	12	23	-	-	
PUBLIC UTILITIES -----	333	39.5	323.00	307.00	287.50-353.00	-	-	-	-	-	-	2	23	37	88	48	30	28	28	9	11	-	-	
FINANCE -----	707	39.0	279.50	280.50	241.50-311.00	-	-	-	-	44	108	92	102	94	160	77	23	3	-	3	-	-	-	
SERVICES -----	430	40.0	278.00	270.50	247.50-302.50	-	-	-	-	5	33	49	89	51	86	51	27	20	4	2	8	-	-	

See footnotes at end of table A-30.

Table A-10. Weekly earnings of professional and technical workers in the West,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Average weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Number of workers receiving straight-time weekly earnings of—																
			Mean ²	Median ²	Middle range ²	Under \$120	\$120 and under 140	\$140	\$160	\$180	\$200	\$220	\$240	\$260	\$280	\$300	\$320	\$340	\$360	\$380	\$400	\$420
						120	140	160	180	200	220	240	260	280	300	320	340	360	380	400	420	and over
ALL WORKERS-- CONTINUED																						
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	619	39.5	\$252.00	\$251.00	\$216.50-282.00	-	-	-	8	79	88	91	99	95	61	29	53	12	3	1	-	-
NONMANUFACTURING -----	431	39.5	243.50	240.50	207.00-268.50	-	-	-	5	71	74	65	71	69	31	9	34	2	1	-	-	-
TECHNICAL SERVICES, CLASS A -----	5,085	40.0	269.50	258.00	230.00-299.00	-	-	2	31	124	731	826	882	707	675	275	271	114	122	217	-	108
MANUFACTURING -----	3,339	40.0	249.50	245.50	223.50-273.00	-	-	2	30	104	628	681	699	514	417	143	97	15	8	-	-	-
NONMANUFACTURING -----	1,746	40.0	307.50	294.50	254.00-369.50	-	-	-	1	20	103	145	183	193	258	132	174	59	114	217	-	108
SERVICES -----	1,382	40.0	316.50	306.00	261.00-370.00	-	-	-	1	19	77	110	110	129	187	107	118	93	108	216	-	108
TECHNICAL SERVICES, CLASS B -----	4,346	40.0	219.50	212.50	187.00-241.00	-	2	65	547	1024	894	670	462	303	147	47	147	-	2	36	-	-
MANUFACTURING -----	2,694	40.0	207.00	202.50	180.50-226.50	-	2	61	474	749	569	404	237	119	58	19	2	-	-	-	-	-
NONMANUFACTURING -----	1,652	40.0	239.50	231.50	204.00-268.50	-	-	4	73	275	325	266	225	184	89	28	145	-	2	36	-	-
PUBLIC UTILITIES -----	533	40.0	242.50	239.50	222.50-258.00	-	-	-	10	9	105	145	133	65	48	16	1	-	-	-	-	-
SERVICES -----	912	40.0	242.50	221.00	194.00-274.00	-	-	4	51	195	176	105	67	88	37	9	144	-	-	36	-	-
TECHNICAL SERVICES, CLASS C -----	2,689	40.0	172.00	164.00	150.00-188.50	7	340	720	760	386	256	70	99	52	1	-	-	-	-	-	-	-
MANUFACTURING -----	1,796	40.0	161.00	159.50	145.00-170.50	7	276	651	588	183	66	15	8	2	-	-	-	-	-	-	-	-
NONMANUFACTURING -----	893	40.0	193.50	189.50	168.00-210.00	-	64	68	172	203	190	55	91	50	1	-	-	-	-	-	-	-
SERVICES -----	568	40.0	191.50	189.00	161.00-207.00	-	61	47	103	101	123	21	75	36	-	-	-	-	-	-	-	-
TECHNICAL SERVICES, CLASS D -----	261	40.0	145.50	143.50	121.00-163.50	52	68	61	48	30	1	1	-	-	-	-	-	-	-	-	-	-
ELECTRONICS TECHNICIANS -----	13,870	40.0	244.00	248.00	207.00-285.50	-	20	533	997	1390	1621	1800	1592	1825	2540	1133	317	78	26	-	-	-
MANUFACTURING -----	9,689	40.0	231.00	230.00	194.50-268.00	-	20	519	912	1264	1362	1375	1259	1173	1289	406	56	55	-	-	-	-
NONMANUFACTURING -----	4,181	40.0	273.50	281.50	251.00-298.50	-	-	14	85	126	259	425	334	652	1250	727	261	23	26	-	-	-
PUBLIC UTILITIES -----	1,704	40.0	282.50	281.50	271.50-297.50	-	-	1	28	46	24	75	73	442	601	161	217	12	25	-	-	-
ELECTRONICS TECHNICIANS, CLASS A -----	6,232	40.0	269.50	276.00	242.00-294.00	-	-	-	12	151	423	841	844	1250	1426	587	228	71	-	-	-	-
MANUFACTURING -----	4,287	40.0	261.00	266.00	234.00-286.00	-	-	-	12	148	357	720	694	875	1077	303	53	48	-	-	-	-
NONMANUFACTURING -----	1,946	40.0	288.00	298.50	274.50-307.00	-	-	-	-	3	66	121	150	375	349	684	175	23	-	-	-	-
PUBLIC UTILITIES -----	679	40.0	294.50	285.50	277.50-318.00	-	-	-	-	3	3	2	42	232	116	136	132	12	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS B -----	5,718	40.0	234.00	230.00	200.00-271.00	-	-	176	389	809	1043	853	658	462	1111	124	87	7	-	-	-	-
MANUFACTURING -----	3,841	40.0	219.00	214.00	192.00-245.50	-	-	175	352	713	906	622	478	270	212	103	3	7	-	-	-	-
NONMANUFACTURING -----	1,877	40.0	265.50	281.50	238.00-293.00	-	-	1	38	96	136	231	180	191	898	21	84	-	-	-	-	-
ELECTRONICS TECHNICIANS, CLASS C -----	1,782	40.0	182.50	178.00	162.00-194.50	-	20	357	595	430	155	105	89	26	-	4	-	-	-	-	-	-
MANUFACTURING -----	1,561	40.0	180.00	177.00	161.00-190.00	-	20	344	548	403	99	32	88	28	-	-	-	-	-	-	-	-
TECHNICAL SERVICES, INDUSTRIAL (REGISTERED) -----	921	40.0	235.50	234.50	215.00-253.00	-	-	4	24	54	206	232	214	103	67	16	2	-	-	-	-	-
MANUFACTURING -----	737	40.0	234.00	232.00	214.00-249.50	-	-	2	20	46	172	203	161	74	44	14	2	-	-	-	-	-

See footnotes at end of table A-30.

Table A-11. Average weekly earnings of office, professional, and technical workers, by sex, in the United States, July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - MEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
BILLERS, MACHINE (BILLING MACHINE) -----	529	39.5	\$ 212.00	TABULATING-MACHINE OPERATORS, CLASS A -----	995	39.0	\$ 229.50	CLERKS, ACCOUNTING, CLASS A -----	78,308	39.0	\$ 167.00
NONMANUFACTURING -----	474	40.0	215.50	MANUFACTURING -----	428	39.5	257.00	MANUFACTURING -----	27,037	39.5	173.00
PUBLIC UTILITIES -----	415	40.0	225.00	NONMANUFACTURING -----	567	38.5	209.00	NONMANUFACTURING -----	51,270	39.0	164.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	251	39.0	126.00	TABULATING-MACHINE OPERATORS, CLASS B -----	1,144	38.5	186.50	PUBLIC UTILITIES -----	10,492	39.5	199.00
CLERKS, ACCOUNTING, CLASS A -----	17,166	39.0	203.00	MANUFACTURING -----	347	39.5	203.50	WHOLESALE TRADE -----	10,150	39.5	163.00
MANUFACTURING -----	6,840	39.5	211.50	NONMANUFACTURING -----	797	38.5	179.50	RETAIL TRADE -----	10,624	39.5	149.50
NONMANUFACTURING -----	10,326	38.5	197.50	FINANCE -----	334	37.0	166.00	FINANCE -----	13,873	38.0	151.00
PUBLIC UTILITIES -----	3,672	39.5	226.50	TABULATING-MACHINE OPERATORS, CLASS C -----	661	38.0	144.50	SERVICES -----	6,132	38.5	161.50
WHOLESALE TRADE -----	2,842	39.0	194.00	NONMANUFACTURING -----	511	38.0	132.50	CLERKS, ACCOUNTING, CLASS B -----	124,944	39.0	134.00
RETAIL TRADE -----	666	39.0	165.00	FINANCE -----	317	37.0	124.00	MANUFACTURING -----	36,086	39.0	139.50
FINANCE -----	2,278	37.0	172.50					NONMANUFACTURING -----	88,858	39.0	131.50
SERVICES -----	867	38.0	176.50					PUBLIC UTILITIES -----	13,624	39.0	166.00
CLERKS, ACCOUNTING, CLASS B -----	9,249	38.5	164.00	OFFICE OCCUPATIONS - WOMEN				WHOLESALE TRADE -----	18,019	39.5	132.50
MANUFACTURING -----	2,672	39.0	173.50	BILLERS, MACHINE (BILLING MACHINE) -----	7,241	39.0	141.00	RETAIL TRADE -----	24,920	39.5	121.00
NONMANUFACTURING -----	6,577	38.5	160.00	MANUFACTURING -----	2,552	39.5	136.00	FINANCE -----	22,153	38.0	121.50
WHOLESALE TRADE -----	1,278	39.0	151.00	NONMANUFACTURING -----	4,689	39.0	143.50	SERVICES -----	10,142	38.5	130.00
RETAIL TRADE -----	689	39.5	129.00	PUBLIC UTILITIES -----	967	40.0	209.50	CLERKS, FILE, CLASS A -----	7,947	38.5	147.00
FINANCE -----	1,656	37.0	144.00	WHOLESALE TRADE -----	1,993	39.0	132.50	MANUFACTURING -----	1,512	39.0	163.50
SERVICES -----	707	38.5	151.00	RETAIL TRADE -----	843	39.0	113.00	NONMANUFACTURING -----	6,436	38.5	143.00
CLERKS, FILE, CLASS A -----	498	39.0	183.50	SERVICES -----	584	39.5	114.00	PUBLIC UTILITIES -----	687	39.5	207.00
NONMANUFACTURING -----	408	39.0	186.50					WHOLESALE TRADE -----	710	39.5	145.00
CLERKS, FILE, CLASS B: NONMANUFACTURING: PUBLIC UTILITIES -----	287	39.0	183.00	BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	3,687	39.0	127.00	RETAIL TRADE -----	335	39.5	132.00
CLERKS, ORDER -----	11,755	40.0	177.50	MANUFACTURING -----	1,089	39.5	136.50	FINANCE -----	4,118	38.0	132.50
MANUFACTURING -----	2,890	39.5	179.50	NONMANUFACTURING -----	2,598	39.0	123.00	SERVICES -----	586	38.5	144.00
NONMANUFACTURING -----	8,905	40.0	177.00	WHOLESALE TRADE -----	711	39.0	136.00	CLERKS, FILE, CLASS B -----	26,174	38.5	116.50
WHOLESALE TRADE -----	8,412	40.0	178.50	RETAIL TRADE -----	1,236	39.0	111.00	MANUFACTURING -----	4,126	39.0	125.00
RETAIL TRADE -----	359	39.5	137.00	SERVICES -----	505	38.0	129.50	NONMANUFACTURING -----	22,048	38.5	115.00
CLERKS, PAYROLL -----	2,226	39.5	203.50	BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	5,793	39.0	153.50	PUBLIC UTILITIES -----	1,890	39.5	167.00
MANUFACTURING -----	1,364	39.5	205.50	MANUFACTURING -----	2,228	39.0	159.00	WHOLESALE TRADE -----	2,338	39.5	121.50
NONMANUFACTURING -----	862	39.5	200.00	NONMANUFACTURING -----	3,565	38.5	149.50	RETAIL TRADE -----	1,863	39.5	105.50
PUBLIC UTILITIES -----	494	40.0	229.50	WHOLESALE TRADE -----	871	39.0	157.00	FINANCE -----	14,382	38.0	108.00
KEYPUNCH OPERATORS, CLASS A: NONMANUFACTURING: PUBLIC UTILITIES -----	276	40.0	225.00	RETAIL TRADE -----	856	39.0	140.00	SERVICES -----	1,574	38.5	117.50
MESSENGERS -----	16,084	38.0	124.50	FINANCE -----	1,144	38.0	142.50	CLERKS, FILE, CLASS C -----	32,123	38.5	105.50
MANUFACTURING -----	4,036	38.0	127.00	SERVICES -----	481	38.0	163.50	MANUFACTURING -----	3,815	38.5	111.50
NONMANUFACTURING -----	12,048	37.5	124.00	BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	9,935	39.0	126.50	NONMANUFACTURING -----	28,308	38.5	105.00
PUBLIC UTILITIES -----	1,812	38.5	158.00	MANUFACTURING -----	3,224	39.0	136.50	PUBLIC UTILITIES -----	1,119	39.0	143.00
WHOLESALE TRADE -----	1,100	38.0	127.50	NONMANUFACTURING -----	6,711	39.0	122.00	WHOLESALE TRADE -----	3,690	39.0	112.50
RETAIL TRADE -----	526	38.5	117.50	PUBLIC UTILITIES -----	252	38.5	141.00	RETAIL TRADE -----	2,271	39.0	103.50
FINANCE -----	5,854	37.5	114.00	WHOLESALE TRADE -----	1,976	39.5	125.00	FINANCE -----	19,130	38.0	101.00
SERVICES -----	2,757	37.5	122.00	RETAIL TRADE -----	1,841	39.0	115.50	SERVICES -----	2,098	38.5	111.00
				FINANCE -----	1,793	38.0	117.50	CLERKS, ORDER -----	28,571	39.0	138.00
				SERVICES -----	848	39.0	133.00	MANUFACTURING -----	10,867	39.0	142.50
								NONMANUFACTURING -----	17,704	39.0	135.50
								WHOLESALE TRADE -----	11,164	39.5	141.00
								RETAIL TRADE -----	5,063	39.0	123.00
								SERVICES -----	676	39.0	127.00
								CLERKS, PAYROLL -----	24,610	39.5	154.50
								MANUFACTURING -----	13,312	39.5	154.50
								NONMANUFACTURING -----	11,298	39.0	155.00
								PUBLIC UTILITIES -----	2,146	39.5	190.00
								WHOLESALE TRADE -----	1,642	39.5	159.00
								RETAIL TRADE -----	3,576	39.5	141.00
								FINANCE -----	1,858	38.5	146.00
								SERVICES -----	2,075	39.0	147.00

See footnotes at end of table A-30.

Table A-11. Average weekly earnings of office, professional, and technical workers, by sex, in the United States, July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$	OFFICE OCCUPATIONS - WOMEN--CONTINUED			\$
KEYPUNCH OPERATORS, CLASS A -----	53,345	39.0	157.50	SECRETARIES - CONTINUED				TABULATING-MACHINE OPERATORS, CLASS C -----	857	38.0	147.50
MANUFACTURING -----	17,904	39.5	164.00	SECRETARIES, CLASS C -----	113,903	39.0	182.50	NONMANUFACTURING -----	682	38.0	147.50
NONMANUFACTURING -----	35,441	39.0	154.00	MANUFACTURING -----	53,885	39.0	188.50	FINANCE -----	277	37.0	123.50
PUBLIC UTILITIES -----	5,301	39.5	191.50	NONMANUFACTURING -----	60,019	38.5	176.50				
WHOLESALE TRADE -----	6,366	39.5	159.00	PUBLIC UTILITIES -----	9,843	39.0	204.50	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	15,155	38.0	132.50
RETAIL TRADE -----	4,003	39.5	151.00	WHOLESALE TRADE -----	8,465	39.0	187.00	MANUFACTURING -----	3,307	39.0	135.00
FINANCE -----	12,873	38.0	141.50	RETAIL TRADE -----	5,055	39.5	165.50	NONMANUFACTURING -----	11,848	38.0	131.50
SERVICES -----	6,897	39.5	146.00	FINANCE -----	25,992	38.0	164.50	PUBLIC UTILITIES -----	383	38.5	176.50
				SERVICES -----	10,664	38.5	178.00	WHOLESALE TRADE -----	1,454	39.0	138.50
KEYPUNCH OPERATORS, CLASS B -----	71,440	39.0	135.50	SECRETARIES, CLASS D -----	108,447	38.5	162.00	RETAIL TRADE -----	350	38.0	132.00
MANUFACTURING -----	19,783	39.5	140.50	MANUFACTURING -----	40,893	39.0	164.50	FINANCE -----	8,309	37.5	126.00
NONMANUFACTURING -----	51,657	38.5	133.50	NONMANUFACTURING -----	67,554	38.0	160.00	SERVICES -----	1,352	38.5	144.50
PUBLIC UTILITIES -----	6,644	39.0	167.00	PUBLIC UTILITIES -----	7,467	38.5	185.50				
WHOLESALE TRADE -----	12,323	39.5	136.50	WHOLESALE TRADE -----	9,260	38.5	159.00	TYPISTS, CLASS A -----	42,300	38.5	146.00
RETAIL TRADE -----	7,964	39.0	128.50	RETAIL TRADE -----	5,388	39.0	155.50	MANUFACTURING -----	14,448	39.5	154.00
FINANCE -----	14,341	38.0	122.50	FINANCE -----	29,359	37.5	152.50	NONMANUFACTURING -----	27,853	38.0	141.50
SERVICES -----	10,385	38.5	127.50	SERVICES -----	16,081	38.0	165.00	PUBLIC UTILITIES -----	3,706	38.5	171.50
MESSENGERS -----	12,054	38.5	115.50	STENOGRAPHERS, GENERAL -----	47,516	39.0	149.00	WHOLESALE TRADE -----	2,172	39.0	142.50
MANUFACTURING -----	3,122	39.0	123.00	MANUFACTURING -----	18,890	38.5	151.50	RETAIL TRADE -----	1,227	39.0	150.00
NONMANUFACTURING -----	8,932	38.0	113.00	NONMANUFACTURING -----	28,626	38.5	147.50	FINANCE -----	14,757	37.5	129.50
PUBLIC UTILITIES -----	1,356	38.5	144.50	PUBLIC UTILITIES -----	8,786	39.5	177.00	SERVICES -----	5,991	38.5	151.00
WHOLESALE TRADE -----	856	39.5	118.00	WHOLESALE TRADE -----	4,036	39.5	143.50				
RETAIL TRADE -----	800	39.0	113.50	RETAIL TRADE -----	2,153	39.0	132.50	TYPISTS, CLASS B -----	71,769	38.5	122.50
FINANCE -----	4,988	37.5	103.00	FINANCE -----	9,588	38.0	127.00	MANUFACTURING -----	18,083	39.5	129.00
SERVICES -----	933	38.5	116.00	SERVICES -----	4,063	38.0	143.00	NONMANUFACTURING -----	53,686	38.0	120.00
SECRETARIES -----	321,360	38.5	180.50	STENOGRAPHERS, SENIOR -----	55,110	39.0	167.00	PUBLIC UTILITIES -----	5,101	39.0	152.00
MANUFACTURING -----	137,347	39.0	187.00	MANUFACTURING -----	23,926	39.5	171.50	WHOLESALE TRADE -----	5,564	39.0	122.50
NONMANUFACTURING -----	184,013	38.0	175.50	NONMANUFACTURING -----	31,184	38.5	164.00	RETAIL TRADE -----	3,987	39.0	121.00
PUBLIC UTILITIES -----	24,754	38.5	206.50	PUBLIC UTILITIES -----	5,503	39.5	186.00	FINANCE -----	32,390	37.5	114.50
WHOLESALE TRADE -----	26,636	38.5	180.50	WHOLESALE TRADE -----	5,310	39.0	174.00	SERVICES -----	6,644	38.0	122.50
RETAIL TRADE -----	17,254	39.0	167.50	RETAIL TRADE -----	1,029	39.0	152.50				
FINANCE -----	79,986	37.5	165.50	FINANCE -----	10,520	38.0	147.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN			
SERVICES -----	35,382	38.0	176.00	SERVICES -----	8,822	37.5	164.50				
SECRETARIES, CLASS A -----	22,447	38.5	211.50	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	39,780	39.0	131.00	COMPUTER OPERATORS, CLASS A -----	14,712	39.0	218.50
MANUFACTURING -----	10,659	39.0	216.00	MANUFACTURING -----	16,558	39.5	133.00	MANUFACTURING -----	6,133	39.5	227.00
NONMANUFACTURING -----	11,788	38.5	208.00	NONMANUFACTURING -----	23,222	39.0	129.50	NONMANUFACTURING -----	8,580	38.5	212.50
PUBLIC UTILITIES -----	1,803	39.0	245.50	PUBLIC UTILITIES -----	2,164	39.5	157.00	PUBLIC UTILITIES -----	988	39.0	259.00
WHOLESALE TRADE -----	2,002	38.5	207.00	WHOLESALE TRADE -----	7,325	39.0	134.50	WHOLESALE TRADE -----	955	39.0	222.00
RETAIL TRADE -----	1,908	39.0	190.00	RETAIL TRADE -----	4,806	39.5	114.00	RETAIL TRADE -----	640	39.5	213.00
FINANCE -----	4,161	38.0	200.50	FINANCE -----	4,778	38.0	124.50	FINANCE -----	3,743	37.5	202.50
SERVICES -----	1,914	38.5	207.00	SERVICES -----	4,149	38.5	131.00	SERVICES -----	2,254	39.0	205.00
SECRETARIES, CLASS B -----	72,994	38.5	195.00	TABULATING-MACHINE OPERATORS, CLASS A -----	616	38.5	199.50	COMPUTER OPERATORS, CLASS B -----	23,425	39.0	185.00
MANUFACTURING -----	30,174	39.0	203.50	NONMANUFACTURING -----	392	38.0	191.50	MANUFACTURING -----	8,094	39.5	195.50
NONMANUFACTURING -----	42,819	38.0	189.00	TABULATING-MACHINE OPERATORS, CLASS B -----	1,169	38.5	173.50	NONMANUFACTURING -----	15,330	38.5	179.50
PUBLIC UTILITIES -----	5,549	39.0	224.00	MANUFACTURING -----	342	40.0	189.50	PUBLIC UTILITIES -----	1,675	39.0	216.00
WHOLESALE TRADE -----	6,448	38.5	196.00	NONMANUFACTURING -----	826	38.5	166.50	WHOLESALE TRADE -----	2,908	39.0	188.50
RETAIL TRADE -----	4,268	39.0	173.00	FINANCE -----	351	37.0	151.00	RETAIL TRADE -----	1,421	39.0	177.50
FINANCE -----	19,905	38.0	180.00					FINANCE -----	6,515	38.0	169.50
SERVICES -----	6,649	38.0	191.50					SERVICES -----	2,812	39.0	170.50

See footnotes at end of table A-30.

Table A-11. Average weekly earnings of office, professional, and technical workers, by sex,
in the United States, July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
COMPUTER OPERATORS, CLASS C -----	9,090	39.0	\$ 154.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	4,029	38.5	268.50	ELECTRONICS TECHNICIANS - CONTINUED			
MANUFACTURING -----	2,383	39.5	168.00	MANUFACTURING -----	1,503	39.5	287.50	ELECTRONICS TECHNICIANS, CLASS C-	5,957	40.0	\$ 190.00
NONMANUFACTURING -----	6,707	38.5	149.50	NONMANUFACTURING -----	2,526	38.0	257.50	MANUFACTURING -----	3,848	40.0	181.50
PUBLIC UTILITIES -----	595	39.5	189.00	PUBLIC UTILITIES -----	465	39.0	279.00	NONMANUFACTURING -----	2,109	40.0	204.50
WHOLESALE TRADE -----	1,127	39.5	153.50	FINANCE -----	1,253	37.0	254.50	PUBLIC UTILITIES -----	1,206	40.0	206.00
RETAIL TRADE -----	506	39.5	149.00	SERVICES -----	458	39.0	248.50	SERVICES -----	293	40.0	188.50
FINANCE -----	3,052	38.0	143.00					NURSES, INDUSTRIAL (REGISTERED) ---	269	40.0	252.00
SERVICES -----	1,427	39.0	144.00					MANUFACTURING -----	265	40.0	251.50
COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	16,424	39.0	291.50	DRAFTERS, CLASS A -----	32,869	40.0	273.50				
MANUFACTURING -----	7,851	39.5	298.00	MANUFACTURING -----	24,015	40.0	275.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
NONMANUFACTURING -----	8,573	38.5	286.00	NONMANUFACTURING -----	8,855	39.5	269.00				
PUBLIC UTILITIES -----	1,124	39.0	321.50	PUBLIC UTILITIES -----	1,273	39.5	286.00	COMPUTER OPERATORS, CLASS A -----	1,810	39.0	212.50
WHOLESALE TRADE -----	1,040	39.0	287.00	WHOLESALE TRADE -----	431	39.5	241.00	MANUFACTURING -----	778	39.5	217.00
RETAIL TRADE -----	583	39.5	290.00	SERVICES -----	6,889	39.5	268.50				
FINANCE -----	4,071	37.5	275.50	DRAFTERS, CLASS B -----	30,588	39.5	215.00	COMPUTER OPERATORS, CLASS B -----	7,258	39.0	176.00
SERVICES -----	1,755	39.0	284.50	MANUFACTURING -----	20,687	40.0	212.00	MANUFACTURING -----	2,786	39.5	179.50
COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	17,863	39.0	243.00	NONMANUFACTURING -----	9,901	39.5	221.00	NONMANUFACTURING -----	4,472	38.5	174.00
MANUFACTURING -----	5,923	39.5	250.00	PUBLIC UTILITIES -----	1,974	39.5	240.50	WHOLESALE TRADE -----	1,121	39.5	173.00
NONMANUFACTURING -----	11,941	38.5	239.50	WHOLESALE TRADE -----	605	39.5	208.50	RETAIL TRADE -----	418	39.5	163.50
PUBLIC UTILITIES -----	2,012	39.0	279.50	SERVICES -----	6,950	39.5	216.50	FINANCE -----	1,182	38.5	160.50
WHOLESALE TRADE -----	1,496	39.5	239.00					SERVICES -----	499	39.0	170.50
RETAIL TRADE -----	859	39.5	240.00	DRAFTERS, CLASS C -----	17,803	39.5	172.00	COMPUTER OPERATORS, CLASS C -----	4,162	39.0	154.50
FINANCE -----	5,450	38.0	229.00	MANUFACTURING -----	11,567	40.0	169.50	MANUFACTURING -----	1,269	39.5	155.00
SERVICES -----	2,124	39.0	230.50	NONMANUFACTURING -----	6,237	39.5	177.50	NONMANUFACTURING -----	2,892	38.5	154.00
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	5,736	38.5	201.50	PUBLIC UTILITIES -----	1,281	39.5	204.00	PUBLIC UTILITIES -----	817	38.5	178.50
MANUFACTURING -----	1,488	39.5	211.00	WHOLESALE TRADE -----	419	39.0	166.50	WHOLESALE TRADE -----	580	39.0	156.50
NONMANUFACTURING -----	4,248	38.0	198.00	SERVICES -----	4,471	40.0	171.00	RETAIL TRADE -----	275	38.5	132.00
PUBLIC UTILITIES -----	713	38.5	235.50					SERVICES -----	423	39.0	141.00
WHOLESALE TRADE -----	482	39.0	194.50	DRAFTER-TRACEPS -----	3,128	39.5	143.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	3,439	38.5	280.00
FINANCE -----	2,213	37.5	190.00	MANUFACTURING -----	1,585	40.0	146.00	MANUFACTURING -----	1,540	39.5	285.00
SERVICES -----	606	39.0	187.00	NONMANUFACTURING -----	1,544	39.5	140.00	NONMANUFACTURING -----	1,899	38.0	276.00
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	16,109	39.0	359.50	PUBLIC UTILITIES -----	367	39.5	162.00	FINANCE -----	1,006	37.5	270.00
MANUFACTURING -----	6,961	39.5	371.00	SERVICES -----	1,118	39.5	132.50	SERVICES -----	402	38.5	273.50
NONMANUFACTURING -----	9,147	38.5	350.50	ELECTRONICS TECHNICIANS -----	48,071	40.0	242.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	5,419	38.5	231.50
PUBLIC UTILITIES -----	1,792	39.0	386.00	MANUFACTURING -----	25,941	40.0	227.00	MANUFACTURING -----	1,586	39.0	235.00
WHOLESALE TRADE -----	1,194	39.5	349.00	NONMANUFACTURING -----	22,130	40.0	259.50	NONMANUFACTURING -----	3,833	38.5	229.50
RETAIL TRADE -----	453	39.0	339.00	PUBLIC UTILITIES -----	15,445	40.0	265.50	PUBLIC UTILITIES -----	773	38.5	273.50
FINANCE -----	3,351	37.5	334.50	WHOLESALE TRADE -----	4,520	40.0	255.50	WHOLESALE TRADE -----	443	39.0	210.00
SERVICES -----	2,358	39.0	350.00	SERVICES -----	2,148	40.0	229.50	FINANCE -----	1,850	37.5	220.50
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	15,338	39.0	306.00	ELECTRONICS TECHNICIANS, CLASS A-	18,321	40.0	267.00	SERVICES -----	628	39.0	214.00
MANUFACTURING -----	6,568	39.5	314.00	MANUFACTURING -----	10,586	40.0	256.00				
NONMANUFACTURING -----	8,770	38.5	300.00	NONMANUFACTURING -----	7,735	40.0	282.00				
PUBLIC UTILITIES -----	1,628	38.5	330.50	PUBLIC UTILITIES -----	4,834	40.0	289.50				
WHOLESALE TRADE -----	944	39.5	293.50	WHOLESALE TRADE -----	1,886	40.0	279.50				
RETAIL TRADE -----	365	39.0	307.50	SERVICES -----	1,010	40.0	252.50				
FINANCE -----	3,859	37.5	292.50	ELECTRONICS TECHNICIANS, CLASS B-	21,133	40.0	233.00				
SERVICES -----	1,974	39.0	291.50	MANUFACTURING -----	11,123	40.0	215.00				
				NONMANUFACTURING -----	10,010	40.0	253.00				
				PUBLIC UTILITIES -----	7,671	40.0	257.50				
				WHOLESALE TRADE -----	1,575	40.0	247.50				
				SERVICES -----	756	40.0	220.00				

See footnotes at end of table A-30.

Table A-11. Average weekly earnings of office, professional, and technical workers, by sex,
in the United States, July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	2,531	38.0	\$ 195.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	2,809	38.5	\$ 291.50	DRAFTERS, CLASS C -----	2,432	39.5	\$ 168.00
MANUFACTURING -----	622	39.0	197.50	MANUFACTURING -----	765	39.0	293.50	MANUFACTURING -----	1,101	40.0	159.50
NONMANUFACTURING -----	1,909	38.0	194.00	NONMANUFACTURING -----	2,044	38.0	290.50	NONMANUFACTURING -----	1,331	39.5	175.50
PUBLIC UTILITIES -----	292	38.0	238.50	PUBLIC UTILITIES -----	480	38.0	331.50	PUBLIC UTILITIES -----	579	39.0	196.50
FINANCE -----	1,055	37.5	185.00	SERVICES -----	446	39.0	280.00	SERVICES -----	664	39.5	160.50
SERVICES -----	313	38.0	191.50								
COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A: -----				COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	1,129	38.5	253.50	DRAFTER-TRACERS -----	1,556	38.5	159.00
MANUFACTURING -----	391	39.0	351.00	MANUFACTURING -----	302	39.5	264.00	MANUFACTURING -----	310	40.0	141.00
NONMANUFACTURING: -----				NONMANUFACTURING -----	827	38.0	249.50	NONMANUFACTURING -----	1,246	38.0	163.50
PUBLIC UTILITIES -----	299	38.5	385.00	FINANCE -----	466	37.0	249.50	PUBLIC UTILITIES -----	961	38.0	172.50
SERVICES -----	289	39.0	334.00					ELECTRONICS TECHNICIANS, CLASS C---	338	40.0	172.50
				DRAFTERS, CLASS A -----	1,032	40.0	240.00	NURSES, INDUSTRIAL (REGISTERED) ---	8,811	39.5	219.50
				MANUFACTURING -----	622	40.0	234.00	MANUFACTURING -----	7,340	39.5	219.50
								NONMANUFACTURING -----	1,472	38.5	220.00
				DRAFTERS, CLASS B -----	1,993	39.5	198.00	PUBLIC UTILITIES -----	430	39.0	247.00
				MANUFACTURING -----	1,047	40.0	194.00	RETAIL TRADE -----	292	39.0	192.00
				NONMANUFACTURING -----	946	39.5	202.00	FINANCE -----	470	37.0	209.50
				SERVICES -----	668	39.5	199.00				

See footnotes at end of table A-30.

Table A-12. Average weekly earnings of office, professional, and technical workers, by sex, in the Northeast, July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	5,470	37.5	\$ 196.50	BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	992	38.0	\$ 124.50	CLERKS, ORDER -----	7,607	38.0	\$ 136.00
MANUFACTURING -----	1,831	38.5	201.50	MANUFACTURING -----	285	38.5	128.50	MANUFACTURING -----	3,130	38.0	144.00
NONMANUFACTURING -----	3,639	37.5	194.00	NONMANUFACTURING -----	707	37.5	123.00	NONMANUFACTURING -----	4,477	38.5	130.50
PUBLIC UTILITIES -----	996	38.0	227.00					WHOLESALE TRADE -----	2,581	38.0	136.50
WHOLESALE TRADE -----	795	38.0	195.00					RETAIL TRADE -----	1,521	38.5	123.00
RETAIL TRADE -----	258	38.5	157.00								
FINANCE -----	1,218	36.0	180.00	BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	1,491	37.5	160.50	CLERKS, PAYROLL -----	4,930	38.5	145.50
SERVICES -----	373	37.0	174.50	MANUFACTURING -----	659	38.5	161.00	MANUFACTURING -----	3,226	39.0	144.00
				NONMANUFACTURING -----	832	36.5	160.50	NONMANUFACTURING -----	1,704	38.0	147.50
CLERKS, ACCOUNTING, CLASS B -----	3,785	37.5	169.50	FINANCE -----	314	36.0	156.00	PUBLIC UTILITIES -----	266	38.0	180.00
MANUFACTURING -----	1,081	38.5	174.00					RETAIL TRADE -----	699	38.0	132.00
NONMANUFACTURING -----	2,704	37.0	168.00	BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	2,597	38.0	128.50	FINANCE -----	275	37.0	148.00
PUBLIC UTILITIES -----	998	38.0	202.50	MANUFACTURING -----	940	38.0	137.50	SERVICES -----	330	38.0	149.00
WHOLESALE TRADE -----	278	37.0	153.00	NONMANUFACTURING -----	1,657	37.5	124.00				
FINANCE -----	1,060	36.0	149.00	WHOLESALE TRADE -----	489	38.0	122.00	KEYPUNCH OPERATORS, CLASS A -----	13,878	38.0	155.50
				RETAIL TRADE -----	439	38.5	113.50	MANUFACTURING -----	5,341	39.0	158.50
CLERKS, FILE, CLASS B -----	304	37.0	137.50	FINANCE -----	459	37.0	124.50	NONMANUFACTURING -----	8,538	37.5	153.50
								PUBLIC UTILITIES -----	1,122	38.5	194.50
CLERKS, FILE, CLASS C -----	270	36.0	124.50	CLERKS, ACCOUNTING, CLASS A -----	19,645	38.0	165.50	WHOLESALE TRADE -----	1,267	38.0	152.50
NONMANUFACTURING -----	255	36.0	123.50	MANUFACTURING -----	6,746	38.5	168.50	RETAIL TRADE -----	1,091	38.5	139.00
				NONMANUFACTURING -----	12,899	37.5	164.50	FINANCE -----	3,993	36.5	146.00
CLERKS, ORDER -----	2,083	39.0	175.50	PUBLIC UTILITIES -----	2,907	38.0	198.00	SERVICES -----	1,065	37.5	154.50
MANUFACTURING -----	725	39.5	184.50	WHOLESALE TRADE -----	2,704	38.0	148.50				
NONMANUFACTURING -----	1,358	39.0	171.00	RETAIL TRADE -----	2,431	38.5	148.00	KEYPUNCH OPERATORS, CLASS B -----	17,259	37.5	134.50
WHOLESALE TRADE -----	1,226	39.0	175.00	FINANCE -----	3,252	36.5	156.00	MANUFACTURING -----	4,920	38.5	136.00
				SERVICES -----	1,606	37.0	172.00	NONMANUFACTURING -----	12,339	37.5	134.00
CLERKS, PAYROLL -----	524	39.0	204.00					PUBLIC UTILITIES -----	1,755	37.5	159.00
MANUFACTURING -----	343	39.0	213.00	CLERKS, ACCOUNTING, CLASS B -----	29,739	38.0	134.50	WHOLESALE TRADE -----	2,383	38.0	136.00
				MANUFACTURING -----	8,966	38.5	138.00	RETAIL TRADE -----	2,073	38.5	121.00
KEYPUNCH OPERATORS, CLASS B -----	250	36.0	147.50	NONMANUFACTURING -----	20,773	37.5	132.50	FINANCE -----	4,222	36.5	127.00
				PUBLIC UTILITIES -----	3,148	37.5	173.00	SERVICES -----	1,906	36.5	133.00
MESSENGERS -----	7,030	36.5	126.50	WHOLESALE TRADE -----	4,710	38.5	126.50				
MANUFACTURING -----	1,964	37.0	125.00	RETAIL TRADE -----	4,888	38.0	116.50	MESSENGERS -----	3,219	37.5	115.00
NONMANUFACTURING -----	5,066	36.5	126.50	FINANCE -----	5,298	36.5	127.00	MANUFACTURING -----	899	38.5	119.00
PUBLIC UTILITIES -----	695	37.0	164.50	SERVICES -----	2,729	37.0	137.00	NONMANUFACTURING -----	2,320	37.0	113.00
WHOLESALE TRADE -----	500	36.0	125.00					PUBLIC UTILITIES -----	332	38.0	146.00
RETAIL TRADE -----	2,361	36.5	120.50	CLERKS, FILE, CLASS A -----	2,333	37.5	139.50	FINANCE -----	1,507	36.5	106.00
FINANCE -----	1,356	36.5	120.00	MANUFACTURING -----	413	38.0	153.00				
SERVICES -----				NONMANUFACTURING -----	1,920	37.0	136.50	SECRETARIES -----	113,643	37.5	183.00
				FINANCE -----	1,318	36.5	130.50	MANUFACTURING -----	51,155	38.5	186.00
TABULATING-MACHINE OPERATORS, CLASS A -----	288	37.5	208.50	SERVICES -----	253	37.5	149.50	NONMANUFACTURING -----	62,488	36.5	181.00
								PUBLIC UTILITIES -----	7,377	37.0	207.00
TABULATING-MACHINE OPERATORS, CLASS B -----	325	37.5	175.50	CLERKS, FILE, CLASS B -----	6,213	37.5	116.50	WHOLESALE TRADE -----	9,401	37.0	182.00
				MANUFACTURING -----	1,049	38.5	128.50	RETAIL TRADE -----	4,080	37.5	163.00
TABULATING-MACHINE OPERATORS, CLASS C -----	280	36.5	139.00	NONMANUFACTURING -----	5,165	37.0	114.00	FINANCE -----	31,005	36.0	177.00
NONMANUFACTURING -----	263	36.5	137.00	PUBLIC UTILITIES -----	257	38.5	155.00	SERVICES -----	10,625	37.0	179.00
				WHOLESALE TRADE -----	283	38.5	121.00				
TYPISTS, CLASS B -----	376	37.0	153.50	FINANCE -----	3,405	36.5	115.50	SECRETARIES, CLASS A -----	7,392	37.0	222.00
NONMANUFACTURING -----	352	37.0	154.50	SERVICES -----	347	37.0	118.50	MANUFACTURING -----	3,741	37.5	225.00
								NONMANUFACTURING -----	3,652	36.5	219.00
OFFICE OCCUPATIONS - WOMEN				CLERKS, FILE, CLASS C -----	10,450	37.0	110.50	PUBLIC UTILITIES -----	558	37.0	255.00
BILLERS, MACHINE (BILLING MACHINE) -----	2,259	38.5	141.00	MANUFACTURING -----	1,711	38.0	114.00	WHOLESALE TRADE -----	598	37.0	218.00
MANUFACTURING -----	962	39.0	136.00	NONMANUFACTURING -----	8,739	37.0	110.00	RETAIL TRADE -----	482	37.5	183.00
NONMANUFACTURING -----	1,298	38.0	145.50	PUBLIC UTILITIES -----	436	37.5	144.00	FINANCE -----	1,423	36.0	221.00
WHOLESALE TRADE -----	730	37.5	144.50	WHOLESALE TRADE -----	837	37.0	120.50	SERVICES -----	590	36.5	213.00
				RETAIL TRADE -----	781	38.0	105.50				
				FINANCE -----	5,871	37.0	105.50				
				SERVICES -----	814	37.0	117.00				

See footnotes at end of table A-30.

Table A-12. Average weekly earnings of office, professional, and technical workers, by sex, the Northeast, July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
SECRETARIES - CONTINUED				TABULATING-MACHINE OPERATORS, CLASS B -----	305	37.0	\$ 162.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	6,790	38.5	\$ 295.00
MANUFACTURING -----	25,679	37.5	203.00	NONMANUFACTURING -----	251	36.5	157.00	MANUFACTURING -----	4,045	39.5	293.00
NONMANUFACTURING -----	11,212	38.5	206.50	TABULATING-MACHINE OPERATORS, CLASS C -----	360	36.5	145.50	NONMANUFACTURING -----	2,744	37.0	298.50
PUBLIC UTILITIES -----	14,468	36.5	200.50	NONMANUFACTURING -----	271	36.5	149.50	PUBLIC UTILITIES -----	329	38.0	320.50
WHOLESALE TRADE -----	1,654	37.0	229.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	3,937	37.0	138.50	FINANCE -----	1,436	36.5	292.50
RETAIL TRADE -----	2,240	37.0	209.00	MANUFACTURING -----	1,155	37.5	136.50	SERVICES -----	553	38.0	301.50
FINANCE -----	1,059	37.5	174.00	NONMANUFACTURING -----	2,782	36.5	139.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	4,970	37.5	248.00
SERVICES -----	7,357	36.5	198.00	WHOLESALE TRADE -----	317	37.5	148.50	MANUFACTURING -----	1,608	38.5	246.00
	2,158	37.0	193.50	FINANCE -----	1,969	36.0	135.00	NONMANUFACTURING -----	3,362	37.0	249.00
SECRETARIES, CLASS C -----	37,578	38.0	184.50	TYPISTS, CLASS A -----	13,049	37.5	144.00	PUBLIC UTILITIES -----	504	37.0	298.50
MANUFACTURING -----	18,925	38.5	186.50	MANUFACTURING -----	3,932	39.0	147.50	WHOLESALE TRADE -----	364	38.0	263.50
NONMANUFACTURING -----	18,654	37.0	182.00	NONMANUFACTURING -----	9,117	36.5	142.50	FINANCE -----	1,812	36.5	235.00
PUBLIC UTILITIES -----	3,023	37.0	204.00	PUBLIC UTILITIES -----	792	37.5	179.50	SERVICES -----	444	38.0	244.50
WHOLESALE TRADE -----	2,573	37.5	185.00	WHOLESALE TRADE -----	618	38.0	140.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	1,793	37.0	206.50
RETAIL TRADE -----	1,111	38.5	156.00	FINANCE -----	5,766	36.0	134.50	MANUFACTURING -----	326	39.0	197.00
FINANCE -----	5,264	36.5	177.50	SERVICES -----	1,680	37.0	155.00	NONMANUFACTURING -----	1,467	37.0	209.00
SERVICES -----	2,683	38.0	181.00	TYPISTS, CLASS B -----	25,429	37.0	124.00	FINANCE -----	904	36.5	200.00
SECRETARIES, CLASS D -----	41,457	37.0	163.50	MANUFACTURING -----	5,844	38.5	125.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	5,235	38.0	374.00
MANUFACTURING -----	16,400	38.0	162.50	NONMANUFACTURING -----	19,585	36.5	123.50	MANUFACTURING -----	2,577	39.0	387.00
NONMANUFACTURING -----	25,058	36.5	164.00	PUBLIC UTILITIES -----	1,723	37.5	155.50	NONMANUFACTURING -----	2,659	37.0	361.00
PUBLIC UTILITIES -----	2,142	37.0	183.50	WHOLESALE TRADE -----	1,526	38.0	126.50	PUBLIC UTILITIES -----	442	37.5	390.00
WHOLESALE TRADE -----	3,784	36.5	159.00	RETAIL TRADE -----	1,151	38.0	111.00	FINANCE -----	1,416	36.0	349.00
RETAIL TRADE -----	1,343	37.0	153.50	FINANCE -----	13,054	36.0	120.00	SERVICES -----	469	37.0	372.50
FINANCE -----	12,628	36.0	162.00	SERVICES -----	2,131	36.5	125.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	4,754	37.5	317.00
SERVICES -----	5,160	36.5	167.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				MANUFACTURING -----	1,878	39.0	315.00
NOGRAPHERS, GENERAL -----	14,090	38.0	147.00	COMPUTER OPERATORS, CLASS A -----	5,600	38.0	216.50	NONMANUFACTURING -----	2,876	36.5	318.50
MANUFACTURING -----	6,051	39.0	149.50	MANUFACTURING -----	2,571	39.0	220.00	PUBLIC UTILITIES -----	525	37.0	353.50
NONMANUFACTURING -----	7,999	37.0	144.50	NONMANUFACTURING -----	3,030	37.0	214.00	FINANCE -----	1,698	36.0	306.00
PUBLIC UTILITIES -----	1,525	38.0	178.00	PUBLIC UTILITIES -----	293	37.5	252.00	SERVICES -----	349	37.5	328.00
WHOLESALE TRADE -----	939	38.0	147.00	FINANCE -----	1,704	36.5	209.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	1,213	37.0	274.50
RETAIL TRADE -----	699	38.0	133.00	SERVICES -----	629	37.5	212.50	MANUFACTURING -----	349	38.5	278.50
FINANCE -----	3,481	36.0	132.00	COMPUTER OPERATORS, CLASS B -----	7,808	38.0	183.00	NONMANUFACTURING -----	863	36.0	273.00
SERVICES -----	1,355	37.0	144.50	MANUFACTURING -----	2,752	39.0	184.50	FINANCE -----	644	36.0	269.50
NOGRAPHERS, SENIOR -----	17,874	37.5	165.50	NONMANUFACTURING -----	5,057	37.0	182.00	DRAFTERS, CLASS A -----	8,429	39.5	259.00
MANUFACTURING -----	7,502	39.0	167.00	PUBLIC UTILITIES -----	555	37.5	211.50	MANUFACTURING -----	6,280	40.0	256.00
NONMANUFACTURING -----	10,372	36.5	164.00	WHOLESALE TRADE -----	909	37.5	191.50	NONMANUFACTURING -----	2,149	38.5	268.50
PUBLIC UTILITIES -----	991	37.0	187.00	RETAIL TRADE -----	410	38.5	167.00	SERVICES -----	1,665	38.5	266.50
WHOLESALE TRADE -----	1,549	37.5	170.00	FINANCE -----	2,475	36.5	174.50	DRAFTERS, CLASS B -----	8,510	39.5	217.50
RETAIL TRADE -----	293	39.0	140.50	SERVICES -----	704	37.5	181.50	MANUFACTURING -----	5,844	39.5	212.50
FINANCE -----	3,556	36.0	158.00	COMPUTER OPERATORS, CLASS C -----	2,284	37.5	155.50	NONMANUFACTURING -----	2,666	38.5	228.00
SERVICES -----	3,983	36.5	163.50	MANUFACTURING -----	479	39.0	155.00	PUBLIC UTILITIES -----	417	38.5	258.00
BOARD OPERATOR-RECEPTIONISTS-	10,382	38.0	133.50	NONMANUFACTURING -----	1,805	37.5	155.50	SERVICES -----	2,007	38.5	224.00
MANUFACTURING -----	5,232	38.5	133.00	FINANCE -----	1,028	36.5	152.50				
NONMANUFACTURING -----	5,150	37.5	134.50	SERVICES -----	287	37.5	149.50				
PUBLIC UTILITIES -----	439	38.5	145.50								
WHOLESALE TRADE -----	1,921	38.0	139.00								
RETAIL TRADE -----	744	38.5	116.00								
FINANCE -----	975	36.5	134.50								
SERVICES -----	1,071	37.0	134.50								

See footnotes at end of table A-30.

Table A-12. Average weekly earnings of office, professional, and technical workers, by sex,
in the Northeast,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
DRAFTERS, CLASS C -----	4,401	39.5	\$ 178.00	COMPUTER OPERATORS, CLASS A: -----			\$	COMPUTER PROGRAMMERS, -----			\$
MANUFACTURING -----	2,929	39.5	172.00	MANUFACTURING -----	251	39.5	220.00	BUSINESS, CLASS C -----	847	37.0	200.50
NONMANUFACTURING -----	1,471	39.0	189.50					NONMANUFACTURING -----	691	37.0	203.00
PUBLIC UTILITIES -----	392	38.5	221.00	COMPUTER OPERATORS, CLASS B -----	2,041	38.0	173.50	FINANCE -----	406	36.5	199.00
SERVICES -----	944	39.5	177.00	MANUFACTURING -----	834	38.5	176.00				
				NONMANUFACTURING -----	1,207	37.5	172.00	COMPUTER SYSTEMS ANALYSTS, -----			
DRAFTER-TRACERS -----	951	39.5	143.50	WHOLESALE TRADE -----	250	38.5	156.00	BUSINESS, CLASS A -----	569	37.0	360.50
MANUFACTURING -----	478	40.0	148.50					NONMANUFACTURING -----	429	36.5	354.50
NONMANUFACTURING -----	473	39.0	138.00	COMPUTER OPERATORS, CLASS C -----	1,076	37.0	154.00				
				MANUFACTURING -----	310	39.0	143.50	COMPUTER SYSTEMS ANALYSTS, -----			
ELECTRONICS TECHNICIANS -----	13,027	40.0	245.00	NONMANUFACTURING -----	766	36.5	158.50	BUSINESS, CLASS B -----	845	37.0	306.00
MANUFACTURING -----	7,684	40.0	222.50					NONMANUFACTURING -----	626	36.5	307.00
NONMANUFACTURING -----	5,343	40.0	277.50	COMPUTER PROGRAMMERS, -----				FINANCE -----	381	36.5	293.00
PUBLIC UTILITIES -----	4,513	40.0	284.00	BUSINESS, CLASS A -----	1,474	38.0	291.50				
				MANUFACTURING -----	858	39.0	288.50	COMPUTER SYSTEMS ANALYSTS, -----			
ELECTRONICS TECHNICIANS, CLASS A- -----	5,540	40.0	264.50	NONMANUFACTURING -----	616	36.5	295.50	BUSINESS, CLASS C -----	447	37.0	266.00
MANUFACTURING -----	2,964	40.0	250.50	FINANCE -----	394	36.0	296.00	NONMANUFACTURING -----	353	36.5	262.00
NONMANUFACTURING -----	2,576	40.0	280.50								
PUBLIC UTILITIES -----	1,985	40.0	288.00	COMPUTER PROGRAMMERS, -----				DRAFTERS, CLASS B -----	541	39.0	207.50
				BUSINESS, CLASS B -----	1,626	37.5	237.00				
ELECTRONICS TECHNICIANS, CLASS B- -----	5,876	40.0	231.00	MANUFACTURING -----	466	38.5	230.50	DRAFTERS, CLASS C -----	465	38.5	171.50
MANUFACTURING -----	3,873	40.0	210.50	NONMANUFACTURING -----	1,160	37.0	239.50	NONMANUFACTURING -----	262	37.5	177.50
NONMANUFACTURING -----	2,004	40.0	271.00	FINANCE -----	639	36.5	231.00				
								DRAFTER-TRACERS -----	378	38.5	158.00
ELECTRONICS TECHNICIANS, CLASS C- -----	838	39.5	176.50								
MANUFACTURING -----	756	39.5	175.00					NURSES, INDUSTRIAL (REGISTERED) ---	2,675	39.0	211.00
								MANUFACTURING -----	2,085	39.5	209.50
								NONMANUFACTURING -----	591	37.5	216.50

See footnotes at end of table A-30.

Table A-13. Average weekly earnings of office, professional, and technical workers, by sex, in the South,⁵ July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	4,081	39.5	\$ 198.00	BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	3,071	39.0	\$ 120.50	CLERKS, PAYROLL -----	6,019	39.5	\$ 146.50
MANUFACTURING -----	1,474	39.5	206.00	MANUFACTURING -----	732	39.5	133.00	MANUFACTURING -----	2,795	39.5	145.00
NONMANUFACTURING -----	2,607	39.5	193.50	NONMANUFACTURING -----	2,339	39.0	117.00	NONMANUFACTURING -----	3,224	39.5	147.50
PUBLIC UTILITIES -----	986	39.5	217.00	WHOLESALE TRADE -----	556	40.0	120.50	PUBLIC UTILITIES -----	549	39.5	184.00
WHOLESALE TRADE -----	722	40.0	194.00	RETAIL TRADE -----	680	39.5	115.50	WHOLESALE TRADE -----	412	39.5	147.50
FINANCE -----	487	38.5	162.50	FINANCE -----	678	38.5	110.50	RETAIL TRADE -----	1,101	39.5	136.50
CLERKS, ACCOUNTING, CLASS B -----	2,292	39.5	156.00	SERVICES -----	282	39.5	127.50	FINANCE -----	689	38.5	141.00
MANUFACTURING -----	535	39.5	172.50	CLERKS, ACCOUNTING, CLASS A -----	18,884	39.5	160.00	SERVICES -----	473	39.5	140.00
NONMANUFACTURING -----	1,757	39.0	151.00	MANUFACTURING -----	5,142	39.5	166.00	KEYPUNCH OPERATORS, CLASS A -----	13,313	39.5	148.00
WHOLESALE TRADE -----	298	40.0	147.50	NONMANUFACTURING -----	13,742	39.0	158.00	MANUFACTURING -----	2,510	39.5	159.00
RETAIL TRADE -----	289	40.0	130.00	PUBLIC UTILITIES -----	2,177	39.0	194.50	NONMANUFACTURING -----	10,803	39.0	145.50
FINANCE -----	316	38.5	140.50	WHOLESALE TRADE -----	2,664	40.0	161.50	PUBLIC UTILITIES -----	1,108	39.5	187.50
CLERKS, ORDER -----	2,773	40.0	154.50	RETAIL TRADE -----	2,826	39.5	148.00	WHOLESALE TRADE -----	1,718	40.0	156.00
MANUFACTURING -----	515	40.0	166.50	FINANCE -----	4,282	38.5	146.00	RETAIL TRADE -----	1,108	40.0	151.50
NONMANUFACTURING -----	2,258	40.0	152.00	SERVICES -----	1,792	39.5	152.00	FINANCE -----	3,719	38.0	131.00
WHOLESALE TRADE -----	2,082	40.0	153.50	CLERKS, ACCOUNTING, CLASS B -----	37,055	39.5	128.50	SERVICES -----	3,150	39.5	140.00
CLERKS, PAYROLL -----	513	40.0	195.50	MANUFACTURING -----	8,713	39.5	133.00	KEYPUNCH OPERATORS, CLASS B -----	22,989	39.5	128.50
MANUFACTURING -----	270	40.0	206.00	NONMANUFACTURING -----	28,382	39.0	127.00	MANUFACTURING -----	4,983	39.5	131.50
MESSAGERS -----	3,627	38.5	118.50	PUBLIC UTILITIES -----	4,233	39.0	159.50	NONMANUFACTURING -----	18,006	39.5	127.50
MANUFACTURING -----	577	39.5	121.50	WHOLESALE TRADE -----	4,730	39.5	131.50	PUBLIC UTILITIES -----	1,745	39.0	166.50
NONMANUFACTURING -----	3,050	38.5	118.00	RETAIL TRADE -----	7,481	39.5	119.50	WHOLESALE TRADE -----	3,572	39.5	129.50
PUBLIC UTILITIES -----	511	39.0	142.50	FINANCE -----	8,573	38.5	116.50	RETAIL TRADE -----	2,954	39.5	132.00
WHOLESALE TRADE -----	252	40.0	132.00	SERVICES -----	3,365	39.5	124.50	FINANCE -----	4,830	38.5	116.50
FINANCE -----	1,639	38.5	105.50	CLERKS, FILE, CLASS A -----	1,453	39.0	144.50	SERVICES -----	4,906	39.5	120.50
SERVICES -----	509	38.5	127.50	MANUFACTURING -----	258	38.5	166.50	MESSAGERS -----	2,960	38.5	113.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	251	39.5	172.50	NONMANUFACTURING -----	1,196	39.0	140.00	MANUFACTURING -----	602	39.5	116.00
CLERKS, FILE, CLASS A -----				FINANCE -----	821	38.5	128.00	NONMANUFACTURING -----	2,358	38.5	112.00
MANUFACTURING -----				CLERKS, FILE, CLASS B -----	6,612	39.0	110.50	PUBLIC UTILITIES -----	514	38.5	135.50
NONMANUFACTURING -----				MANUFACTURING -----	716	39.5	124.50	FINANCE -----	1,341	38.0	100.50
PUBLIC UTILITIES -----				NONMANUFACTURING -----	5,896	39.0	109.00	SECRETARIES -----	70,186	39.0	169.00
WHOLESALE TRADE -----				PUBLIC UTILITIES -----	407	38.5	159.50	MANUFACTURING -----	21,701	39.5	175.00
RETAIL TRADE -----				WHOLESALE TRADE -----	623	40.0	116.00	NONMANUFACTURING -----	48,485	39.0	166.00
FINANCE -----				RETAIL TRADE -----	311	39.5	108.00	PUBLIC UTILITIES -----	6,716	39.5	200.00
SERVICES -----				FINANCE -----	4,192	38.5	102.50	WHOLESALE TRADE -----	6,810	39.5	175.00
CLERKS, FILE, CLASS C -----				SERVICES -----	362	39.5	118.00	RETAIL TRADE -----	4,989	39.5	164.00
MANUFACTURING -----				CLERKS, FILE, CLASS C -----	8,433	39.0	101.00	FINANCE -----	20,178	38.5	151.00
NONMANUFACTURING -----				MANUFACTURING -----	679	39.0	105.00	SERVICES -----	9,792	39.0	169.50
WHOLESALE TRADE -----				NONMANUFACTURING -----	7,754	38.5	100.50	SECRETARIES, CLASS A -----	4,827	39.5	192.50
RETAIL TRADE -----				WHOLESALE TRADE -----	715	39.5	111.50	MANUFACTURING -----	1,753	39.5	190.00
FINANCE -----				RETAIL TRADE -----	565	39.5	101.00	NONMANUFACTURING -----	3,074	39.0	194.00
SERVICES -----				FINANCE -----	5,761	38.5	97.50	PUBLIC UTILITIES -----	436	39.5	231.50
CLERKS, ORDER -----				SERVICES -----	537	38.5	111.50	WHOLESALE TRADE -----	495	39.5	203.00
MANUFACTURING -----	1,403	39.0	144.00	CLERKS, ORDER -----	6,514	39.5	131.50	RETAIL TRADE -----	503	39.5	173.00
NONMANUFACTURING -----	488	39.5	159.50	MANUFACTURING -----	1,392	39.5	133.50	FINANCE -----	1,072	38.5	181.00
WHOLESALE TRADE -----	916	39.0	135.50	NONMANUFACTURING -----	5,122	39.5	131.00	SERVICES -----	567	39.0	200.00
RETAIL TRADE -----	300	39.5	128.50	WHOLESALE TRADE -----	3,396	40.0	130.00	SECRETARIES, CLASS B -----	15,806	39.0	179.50
FINANCE -----	251	39.0	138.00	RETAIL TRADE -----	1,570	39.5	132.50	MANUFACTURING -----	4,721	39.5	187.50
								NONMANUFACTURING -----	11,085	39.0	176.00
								PUBLIC UTILITIES -----	1,624	39.5	211.00
								WHOLESALE TRADE -----	1,731	39.5	185.50
								RETAIL TRADE -----	1,142	39.5	161.00
								FINANCE -----	5,170	38.5	162.50
								SERVICES -----	1,419	39.0	185.00

See footnotes at end of table A-30.

Table A-13. Average weekly earnings of office, professional, and technical workers, by sex, in the South,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)			Weekly hours (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
SECRETARIES - CONTINUED				TYPISTS, CLASS A -----	9,090	39.0	\$ 143.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	1,345	39.0	\$ 187.00
SECRETARIES, CLASS C -----	23,473	39.0	172.00	MANUFACTURING -----	2,365	39.5	150.50	MANUFACTURING -----	317	39.0	207.50
MANUFACTURING -----	8,355	39.5	178.00	NONMANUFACTURING -----	6,725	38.5	140.50	NONMANUFACTURING -----	1,028	39.0	181.00
NONMANUFACTURING -----	15,118	39.0	168.50	PUBLIC UTILITIES -----	1,821	38.5	163.50	FINANCE -----	453	38.0	168.50
PUBLIC UTILITIES -----	2,291	39.0	198.00	WHOLESALE TRADE -----	429	39.5	134.00				
WHOLESALE TRADE -----	2,183	39.5	183.00	RETAIL TRADE -----	330	40.0	160.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	2,955	39.5	348.00
RETAIL TRADE -----	1,640	39.5	168.50	FINANCE -----	2,854	38.0	123.00	MANUFACTURING -----	865	39.5	364.00
FINANCE -----	5,819	38.5	150.50	SERVICES -----	1,291	39.0	143.50	NONMANUFACTURING -----	2,090	39.5	341.50
SERVICES -----	3,184	39.0	171.50					FINANCE -----	481	38.5	320.00
SECRETARIES, CLASS D -----	25,822	39.0	155.00	TYPISTS, CLASS B -----	16,046	39.0	116.50	SERVICES -----	901	39.5	349.50
MANUFACTURING -----	6,838	39.5	158.50	MANUFACTURING -----	2,998	39.5	124.50				
NONMANUFACTURING -----	18,984	39.0	153.50	NONMANUFACTURING -----	13,048	39.0	115.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	3,154	39.5	291.50
PUBLIC UTILITIES -----	2,281	39.5	186.50	PUBLIC UTILITIES -----	1,661	39.0	141.00	MANUFACTURING -----	1,033	39.5	305.50
WHOLESALE TRADE -----	2,355	40.0	152.50	WHOLESALE TRADE -----	1,719	40.0	112.00	NONMANUFACTURING -----	2,121	39.0	284.00
RETAIL TRADE -----	1,686	39.5	159.50	RETAIL TRADE -----	1,154	39.5	118.00	WHOLESALE TRADE -----	327	40.0	295.00
FINANCE -----	8,041	38.5	140.00	FINANCE -----	6,794	38.5	108.00	FINANCE -----	704	38.5	274.00
SERVICES -----	4,622	38.5	159.00	SERVICES -----	1,721	39.0	117.50	SERVICES -----	767	39.5	283.50
STENOGRAPHERS, GENERAL -----	14,391	39.0	145.50	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	806	39.5	257.00
MANUFACTURING -----	4,483	39.5	151.50	COMPUTER OPERATORS, CLASS A -----	2,826	39.5	206.00	NONMANUFACTURING -----	589	39.0	251.50
NONMANUFACTURING -----	9,908	39.0	142.50	MANUFACTURING -----	665	39.5	223.00				
PUBLIC UTILITIES -----	3,437	39.0	169.50	NONMANUFACTURING -----	2,161	39.0	201.00	DRAFTERS, CLASS A -----	6,045	40.0	249.00
WHOLESALE TRADE -----	1,642	40.0	135.50	FINANCE -----	742	38.5	187.50	MANUFACTURING -----	3,621	40.0	248.50
RETAIL TRADE -----	620	39.5	132.50	SERVICES -----	822	39.5	192.50	NONMANUFACTURING -----	2,424	40.0	250.00
FINANCE -----	3,214	38.5	121.50					PUBLIC UTILITIES -----	400	40.0	277.50
SERVICES -----	994	39.0	135.50	COMPUTER OPERATORS, CLASS B -----	5,970	39.5	172.50	SERVICES -----	1,882	40.0	244.50
STENOGRAPHERS, SENIOR -----	12,303	39.0	166.50	MANUFACTURING -----	1,414	39.5	186.50				
MANUFACTURING -----	4,363	39.5	171.50	NONMANUFACTURING -----	4,556	39.0	168.50	DRAFTERS, CLASS B -----	7,121	40.0	200.50
NONMANUFACTURING -----	7,941	39.0	163.50	PUBLIC UTILITIES -----	390	39.5	205.00	MANUFACTURING -----	4,452	40.0	198.50
PUBLIC UTILITIES -----	1,853	39.5	176.00	WHOLESALE TRADE -----	747	40.0	183.50	NONMANUFACTURING -----	2,669	40.0	204.50
WHOLESALE TRADE -----	1,642	40.0	181.00	RETAIL TRADE -----	413	39.0	177.50	PUBLIC UTILITIES -----	501	40.0	217.00
FINANCE -----	2,188	38.5	139.00	FINANCE -----	1,801	38.5	161.00	SERVICES -----	1,924	40.0	201.50
SERVICES -----	1,998	39.0	164.50	SERVICES -----	1,206	39.5	155.50				
SWITCHBOARD OPERATOR-RECEPTIONISTS- MANUFACTURING -----	11,058	39.5	124.00	COMPUTER OPERATORS, CLASS C -----	2,940	39.5	144.00	DRAFTERS, CLASS C -----	4,643	40.0	161.50
NONMANUFACTURING -----	3,802	39.5	126.50	MANUFACTURING -----	511	39.5	159.00	MANUFACTURING -----	2,580	40.0	158.50
PUBLIC UTILITIES -----	7,256	39.5	122.50	NONMANUFACTURING -----	2,429	39.5	140.50	NONMANUFACTURING -----	2,063	40.0	164.50
WHOLESALE TRADE -----	650	39.5	149.50	PUBLIC UTILITIES -----	254	39.5	176.00	PUBLIC UTILITIES -----	299	39.5	178.00
FINANCE -----	1,969	40.0	127.00	WHOLESALE TRADE -----	393	39.5	153.00	SERVICES -----	1,637	40.0	163.00
SERVICES -----	1,943	40.0	109.00	FINANCE -----	958	39.0	131.00				
TABULATING-MACHINE OPERATORS, CLASS B -----	1,494	38.0	117.00	SERVICES -----	678	39.5	130.50	DRAFTER-TRACERS -----	827	39.5	134.00
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	1,200	39.0	128.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	3,034	39.0	276.50	MANUFACTURING -----	279	40.0	123.50
MANUFACTURING -----	4,587	38.5	127.50	MANUFACTURING -----	787	39.5	294.50	NONMANUFACTURING -----	548	39.5	139.00
NONMANUFACTURING -----	702	39.5	132.00	NONMANUFACTURING -----	2,248	39.0	270.50	ELECTRONICS TECHNICIANS -----	13,087	40.0	232.00
FINANCE -----	3,886	38.5	126.50	FINANCE -----	1,019	38.0	259.50	MANUFACTURING -----	5,655	40.0	224.50
	2,880	38.0	118.50	SERVICES -----	647	39.5	275.50	NONMANUFACTURING -----	7,432	40.0	238.00
				COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	4,616	39.0	229.00	PUBLIC UTILITIES -----	5,006	40.0	243.00
				MANUFACTURING -----	994	39.5	238.00				
				NONMANUFACTURING -----	3,622	39.0	226.50	ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	4,364	40.0	262.00
				PUBLIC UTILITIES -----	519	39.5	262.50	NONMANUFACTURING -----	2,000	40.0	253.50
				WHOLESALE TRADE -----	360	39.5	228.50	PUBLIC UTILITIES -----	2,364	39.5	269.50
				FINANCE -----	1,665	38.5	218.00				
				SERVICES -----	890	39.5	220.00				

See footnotes at end of table A-30.

Table A-13. Average weekly earnings of office, professional, and technical workers, by sex,
the South,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			
ELECTRONICS TECHNICIANS - CONTINUED				COMPUTER OPERATORS, CLASS C -----	1,218	39.5	\$ 143.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	635	39.0	\$ 281.00
ELECTRONICS TECHNICIANS, CLASS B-----	6,192	40.0	228.00	MANUFACTURING -----	320	40.0	144.00	NONMANUFACTURING -----	511	38.5	281.00
MANUFACTURING -----	2,395	40.0	215.50	NONMANUFACTURING -----	897	39.0	143.00				
NONMANUFACTURING -----	3,797	40.0	236.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	776	39.0	258.00	DRAFTERS, CLASS B -----	545	40.0	186.00
PUBLIC UTILITIES -----	2,902	40.0	240.50	NONMANUFACTURING -----	610	38.5	252.00	MANUFACTURING -----	269	40.0	178.50
ELECTRONICS TECHNICIANS, CLASS C-----	2,214	40.0	183.50					NONMANUFACTURING -----	276	40.0	193.50
MANUFACTURING -----	1,033	40.0	180.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	1,414	39.0	212.50	DRAFTERS, CLASS C -----	703	39.5	155.00
NONMANUFACTURING -----	1,181	40.0	186.00	MANUFACTURING -----	315	39.5	216.50	MANUFACTURING -----	362	39.5	151.00
PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN				NONMANUFACTURING -----	1,059	39.0	211.50	NONMANUFACTURING -----	341	39.5	159.00
COMPUTER OPERATORS, CLASS A -----	474	39.5	193.00	FINANCE -----	530	38.0	204.50	SERVICES -----	278	39.5	160.00
NONMANUFACTURING -----	293	39.0	185.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	564	38.5	172.50	DRAFTER-TRACERS -----	855	38.0	164.00
COMPUTER OPERATORS, CLASS B -----	1,838	39.5	168.50	NONMANUFACTURING -----	475	38.5	172.00	NONMANUFACTURING -----	815	38.0	164.50
MANUFACTURING -----	693	39.5	171.50	FINANCE -----	305	38.0	162.00	ELECTRONICS TECHNICIANS -----	338	39.5	212.00
NONMANUFACTURING -----	1,145	39.0	166.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	281	39.0	322.50	NURSES, INDUSTRIAL (REGISTERED) ---	1,789	39.5	209.50
PUBLIC UTILITIES -----	320	38.5	190.00					MANUFACTURING -----	1,451	40.0	209.50
FINANCE -----	308	38.5	154.50					NONMANUFACTURING -----	337	39.0	210.00

See footnotes at end of table A-30.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex, in the North Central region,⁵ July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A -----	5,830	39.5	\$ 215.50	BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	2,130	39.5	\$ 151.00	CLERKS, ORDER -----	9,908	39.0	\$ 135.00
MANUFACTURING -----	3,024	39.5	223.00	MANUFACTURING -----	883	39.5	155.50	MANUFACTURING -----	4,509	39.5	139.00
NONMANUFACTURING -----	2,806	39.5	208.00	NONMANUFACTURING -----	1,247	39.0	148.00	NONMANUFACTURING -----	5,399	39.0	131.00
PUBLIC UTILITIES -----	1,354	40.0	231.50	FINANCE -----	419	39.0	125.50	WHOLESALE TRADE -----	3,085	39.0	140.00
WHOLESALE TRADE -----	832	39.5	199.50					RETAIL TRADE -----	1,562	38.5	109.00
FINANCE -----	364	38.5	167.00								
CLERKS, ACCOUNTING, CLASS B -----	2,055	39.5	167.00	BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	3,415	39.5	129.00	CLERKS, PAYROLL -----	9,096	39.5	159.00
MANUFACTURING -----	785	39.5	175.50	MANUFACTURING -----	1,257	39.5	136.00	MANUFACTURING -----	5,369	39.5	160.00
NONMANUFACTURING -----	1,270	39.5	161.50	NONMANUFACTURING -----	2,159	39.5	125.00	NONMANUFACTURING -----	3,727	39.5	157.00
PUBLIC UTILITIES -----	466	40.0	191.00	WHOLESALE TRADE -----	820	40.0	128.50	PUBLIC UTILITIES -----	881	40.0	192.00
WHOLESALE TRADE -----	420	39.5	157.00	RETAIL TRADE -----	540	39.5	118.50	WHOLESALE TRADE -----	699	39.5	158.00
CLERKS, FILE, CLASS B -----	281	39.0	147.00	FINANCE -----	518	39.0	121.00	RETAIL TRADE -----	1,083	39.5	139.00
CLERKS, ORDER -----	4,070	40.0	187.00	CLERKS, ACCOUNTING, CLASS A -----	23,056	39.5	172.00	FINANCE -----	426	38.5	151.00
MANUFACTURING -----	1,323	39.5	184.00	MANUFACTURING -----	9,422	39.5	179.00	SERVICES -----	638	38.5	141.00
NONMANUFACTURING -----	2,747	40.0	188.50	NONMANUFACTURING -----	13,634	39.0	167.00	KEYPUNCH OPERATORS, CLASS A -----	16,866	39.5	161.00
WHOLESALE TRADE -----	2,642	40.0	189.50	PUBLIC UTILITIES -----	3,078	40.0	204.50	MANUFACTURING -----	7,422	39.5	165.00
CLERKS, PAYROLL -----	915	39.5	207.00	WHOLESALE TRADE -----	2,594	39.5	172.00	NONMANUFACTURING -----	9,443	39.0	157.00
MANUFACTURING -----	658	39.5	206.00	PETAIL TRADE -----	2,787	39.5	146.50	PUBLIC UTILITIES -----	2,030	40.0	192.00
NONMANUFACTURING -----	257	39.5	211.00	FINANCE -----	3,715	38.5	150.50	WHOLESALE TRADE -----	1,699	39.5	161.00
MESSENGERS -----	3,869	38.5	125.00	SERVICES -----	1,461	38.0	158.50	RETAIL TRADE -----	1,043	39.5	150.00
MANUFACTURING -----	1,162	39.0	127.50	CLERKS, ACCOUNTING, CLASS B -----	39,261	39.5	135.50	FINANCE -----	3,210	38.5	142.00
NONMANUFACTURING -----	2,707	38.5	123.50	MANUFACTURING -----	13,939	39.5	143.50	SERVICES -----	1,463	39.5	146.00
PUBLIC UTILITIES -----	456	39.5	168.00	NONMANUFACTURING -----	25,322	39.0	131.50	KEYPUNCH OPERATORS, CLASS B -----	20,334	39.0	139.00
FINANCE -----	1,317	38.0	110.50	PUBLIC UTILITIES -----	3,818	40.0	169.50	MANUFACTURING -----	7,483	39.5	146.00
SERVICES -----	539	38.0	116.00	WHOLESALE TRADE -----	5,136	39.5	137.00	NONMANUFACTURING -----	12,851	39.0	134.00
TABULATING-MACHINE OPERATORS, CLASS A -----	532	39.5	248.00	RETAIL TRADE -----	8,270	39.0	119.00	PUBLIC UTILITIES -----	1,769	39.5	167.00
MANUFACTURING -----	283	39.5	266.00	FINANCE -----	5,644	38.5	122.00	WHOLESALE TRADE -----	3,569	39.5	138.00
TABULATING-MACHINE OPERATORS, CLASS B -----	457	39.0	199.50	SERVICES -----	2,455	39.0	123.50	RETAIL TRADE -----	1,720	39.0	124.00
NONMANUFACTURING -----	277	39.0	192.00	CLERKS, FILE, CLASS A -----	2,896	39.0	150.50	FINANCE -----	3,492	38.5	123.00
OFFICE OCCUPATIONS - WOMEN				MANUFACTURING -----	636	39.5	165.00	SERVICES -----	2,301	38.5	127.00
BILLERS, MACHINE (BILLING MACHINE) -----	2,487	39.5	149.00	NONMANUFACTURING -----	2,260	39.0	146.50	MESSENGERS -----	4,474	39.0	117.00
MANUFACTURING -----	869	39.5	138.00	PUBLIC UTILITIES -----	427	40.0	207.50	MANUFACTURING -----	1,282	39.5	128.00
NONMANUFACTURING -----	1,618	39.5	155.00	WHOLESALE TRADE -----	359	39.5	142.50	NONMANUFACTURING -----	3,192	38.5	113.00
PUBLIC UTILITIES -----	516	40.0	218.00	FINANCE -----	1,221	38.0	128.00	PUBLIC UTILITIES -----	385	39.5	154.00
WHOLESALE TRADE -----	747	40.0	128.00	CLERKS, FILE, CLASS B -----	9,042	39.0	119.50	WHOLESALE TRADE -----	430	39.5	117.00
BILLERS, MACHINE (BOOKKEEPING MACHINE) -----	1,060	39.5	128.50	MANUFACTURING -----	2,038	39.5	122.50	RETAIL TRADE -----	417	39.0	111.00
MANUFACTURING -----	326	39.5	144.00	NONMANUFACTURING -----	7,004	38.5	119.00	FINANCE -----	1,617	38.5	101.00
NONMANUFACTURING -----	734	39.0	122.00	PUBLIC UTILITIES -----	855	40.0	172.00	SERVICES -----	343	38.0	114.00
RETAIL TRADE -----	385	39.5	114.00	WHOLESALE TRADE -----	983	39.5	127.50	SECRETARIES -----	86,801	39.0	181.00
				RETAIL TRADE -----	434	39.0	116.50	MANUFACTURING -----	43,904	39.5	189.00
				FINANCE -----	4,202	38.5	107.00	NONMANUFACTURING -----	42,857	39.0	173.00
				SERVICES -----	530	38.5	114.00	PUBLIC UTILITIES -----	6,777	39.5	209.00
				CLERKS, FILE, CLASS C -----	8,199	39.0	106.00	WHOLESALE TRADE -----	6,641	39.0	183.00
				MANUFACTURING -----	1,087	39.0	107.00	RETAIL TRADE -----	5,370	39.5	168.00
				NONMANUFACTURING -----	7,113	39.0	106.00	FINANCE -----	17,227	38.5	158.00
				PUBLIC UTILITIES -----	361	40.0	143.50	SERVICES -----	6,883	38.0	168.00
				WHOLESALE TRADE -----	1,536	39.5	112.00	SECRETARIES, CLASS A -----	6,810	39.5	211.00
				RETAIL TRADE -----	487	39.5	104.00	MANUFACTURING -----	3,600	39.5	215.00
				FINANCE -----	4,462	38.5	101.00	NONMANUFACTURING -----	3,210	39.0	206.00
				SERVICES -----	267	39.5	105.00	PUBLIC UTILITIES -----	566	39.5	247.00
								WHOLESALE TRADE -----	600	39.5	200.00
								RETAIL TRADE -----	613	39.5	199.00
								FINANCE -----	1,069	39.0	190.00
								SERVICES -----	363	38.5	206.00

See footnotes at end of table A-30.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex, the North Central region, ⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
SECRETARIES - CONTINUED			\$	TABULATING-MACHINE OPERATORS, CLASS C -----	350	39.5	152.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	4,679	39.0	292.00
SECRETARIES, CLASS B -----	21,062	39.0	192.00	NONMANUFACTURING -----	284	39.0	148.50	MANUFACTURING -----	2,165	39.5	303.00
MANUFACTURING -----	9,801	39.5	202.00	TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	5,014	38.5	133.00	NONMANUFACTURING -----	2,514	39.0	283.00
NONMANUFACTURING -----	11,261	39.0	182.50	MANUFACTURING -----	1,357	39.5	135.00	PUBLIC UTILITIES -----	469	39.5	327.00
PUBLIC UTILITIES -----	1,439	39.5	226.00	NONMANUFACTURING -----	3,657	38.5	132.50	WHOLESALE TRADE -----	354	39.5	296.50
WHOLESALE TRADE -----	1,540	39.5	190.00	WHOLESALE TRADE -----	731	39.5	134.50	FINANCE -----	1,167	38.5	267.50
RETAIL TRADE -----	1,578	39.5	180.50	FINANCE -----	2,198	38.0	128.50	SERVICES -----	369	39.0	255.50
FINANCE -----	5,029	38.5	169.00	SERVICES -----	463	38.0	132.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	6,082	39.5	245.50
SERVICES -----	1,675	38.5	183.00	TYPISTS, CLASS A -----	14,207	39.0	146.50	MANUFACTURING -----	2,539	39.5	252.00
SECRETARIES, CLASS C -----	34,098	39.0	183.50	MANUFACTURING -----	6,622	39.5	155.50	NONMANUFACTURING -----	3,544	39.0	241.00
MANUFACTURING -----	18,742	39.5	192.00	NONMANUFACTURING -----	7,585	38.5	139.00	PUBLIC UTILITIES -----	768	39.5	276.00
NONMANUFACTURING -----	15,356	39.0	173.00	PUBLIC UTILITIES -----	792	40.0	176.50	WHOLESALE TRADE -----	510	39.5	230.50
PUBLIC UTILITIES -----	2,816	39.5	209.50	WHOLESALE TRADE -----	902	39.5	147.50	RETAIL TRADE -----	302	40.0	247.00
WHOLESALE TRADE -----	2,420	39.5	193.00	RETAIL TRADE -----	550	39.5	146.00	FINANCE -----	1,358	38.5	228.50
RETAIL TRADE -----	1,435	39.5	163.00	FINANCE -----	3,910	38.5	126.00	SERVICES -----	606	38.5	230.00
FINANCE -----	6,465	38.5	155.00	SERVICES -----	1,431	38.0	146.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	1,987	39.0	204.50
SERVICES -----	2,220	38.0	164.00	TYPISTS, CLASS B -----	21,379	39.0	124.00	MANUFACTURING -----	693	39.5	217.50
SECRETARIES, CLASS D -----	23,521	39.0	160.50	MANUFACTURING -----	7,344	39.5	129.50	NONMANUFACTURING -----	1,295	39.0	197.50
MANUFACTURING -----	11,097	39.5	165.50	NONMANUFACTURING -----	14,035	38.5	121.00	FINANCE -----	634	38.5	190.50
NONMANUFACTURING -----	12,424	38.5	156.50	PUBLIC UTILITIES -----	1,416	39.5	159.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	5,471	39.5	352.50
PUBLIC UTILITIES -----	1,956	39.0	185.00	WHOLESALE TRADE -----	1,787	39.5	128.50	MANUFACTURING -----	2,511	39.5	356.50
WHOLESALE TRADE -----	2,012	39.0	163.00	RETAIL TRADE -----	1,304	39.5	126.50	NONMANUFACTURING -----	2,960	39.0	349.00
RETAIL TRADE -----	1,242	39.0	141.00	FINANCE -----	7,812	38.0	111.50	PUBLIC UTILITIES -----	853	39.5	388.00
FINANCE -----	4,589	38.0	145.00	SERVICES -----	1,716	38.5	119.50	WHOLESALE TRADE -----	386	39.5	358.00
SERVICES -----	2,625	38.0	157.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				FINANCE -----	1,125	38.5	324.50
ENDGRAPHERS, GENERAL -----	14,184	39.5	151.00	COMPUTER OPERATORS, CLASS A -----	4,300	39.5	223.00	SERVICES -----	457	39.5	333.50
MANUFACTURING -----	6,655	39.5	149.50	MANUFACTURING -----	2,081	39.5	232.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	5,361	39.5	304.00
NONMANUFACTURING -----	7,530	39.0	152.50	NONMANUFACTURING -----	2,219	39.0	214.00	MANUFACTURING -----	2,682	39.5	313.50
PUBLIC UTILITIES -----	2,739	40.0	180.00	PUBLIC UTILITIES -----	310	40.0	264.50	NONMANUFACTURING -----	2,678	39.0	294.00
WHOLESALE TRADE -----	1,241	39.5	148.50	WHOLESALE TRADE -----	315	39.0	231.50	PUBLIC UTILITIES -----	633	39.5	330.00
RETAIL TRADE -----	578	39.5	128.00	FINANCE -----	991	39.0	199.00	WHOLESALE TRADE -----	402	39.5	280.00
FINANCE -----	1,742	38.0	125.50	SERVICES -----	422	39.5	199.50	FINANCE -----	1,029	38.5	282.50
SERVICES -----	1,231	38.5	145.50	COMPUTER OPERATORS, CLASS B -----	6,525	39.5	194.00	SERVICES -----	537	39.5	285.50
ENDGRAPHERS, SENIOR -----	17,676	39.0	168.00	MANUFACTURING -----	2,807	39.5	207.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	1,580	39.5	272.50
MANUFACTURING -----	9,640	39.5	171.00	NONMANUFACTURING -----	3,718	39.5	183.50	MANUFACTURING -----	791	40.0	297.50
NONMANUFACTURING -----	8,036	39.0	164.00	PUBLIC UTILITIES -----	496	40.0	230.50	NONMANUFACTURING -----	789	39.5	247.00
PUBLIC UTILITIES -----	1,991	40.0	190.50	WHOLESALE TRADE -----	724	39.5	183.00	FINANCE -----	323	38.5	231.00
WHOLESALE TRADE -----	1,582	39.5	170.00	RETAIL TRADE -----	408	39.5	185.50	CRAFTERS, CLASS A -----	13,626	40.0	294.00
RETAIL TRADE -----	353	39.5	155.50	FINANCE -----	1,548	39.0	170.00	MANUFACTURING -----	10,985	40.0	302.00
FINANCE -----	2,375	38.5	143.00	SERVICES -----	542	39.5	179.50	NONMANUFACTURING -----	2,641	40.0	260.50
SERVICES -----	1,735	37.5	159.00	COMPUTER OPERATORS, CLASS C -----	2,975	39.5	160.50	PUBLIC UTILITIES -----	392	40.0	276.00
KEYBOARD OPERATOR-RECEPTIONISTS-----	11,650	39.5	131.50	MANUFACTURING -----	1,082	39.5	177.00	SERVICES -----	2,019	40.0	259.00
MANUFACTURING -----	5,448	39.5	134.50	NONMANUFACTURING -----	1,893	39.0	151.00				
NONMANUFACTURING -----	6,202	39.0	129.00	WHOLESALE TRADE -----	392	39.5	151.50				
PUBLIC UTILITIES -----	737	39.5	162.00	FINANCE -----	824	38.5	141.00				
WHOLESALE TRADE -----	2,032	39.5	132.00	SERVICES -----	299	39.5	153.50				
RETAIL TRADE -----	1,200	39.5	113.50								
FINANCE -----	1,163	38.0	121.50								
SERVICES -----	1,071	39.0	126.50								
TABULATING-MACHINE OPERATORS, CLASS B -----	461	39.5	188.50								
NONMANUFACTURING -----	280	39.5	186.00								

See footnotes at end of table A-30.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex, in the North Central region,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			\$	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN--CONTINUED			\$
DRAFTERS, CLASS B -----	11,051	40.0	220.00	COMPUTER OPERATORS, CLASS A -----	497	39.5	222.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	899	38.5	201.00
MANUFACTURING -----	7,980	40.0	220.50	NONMANUFACTURING -----	307	39.5	224.50	MANUFACTURING -----	305	39.5	207.00
NONMANUFACTURING -----	3,071	40.0	219.00					NONMANUFACTURING -----	594	38.5	197.00
PUBLIC UTILITIES -----	614	40.0	245.00	COMPUTER OPERATORS, CLASS B -----	2,192	39.5	177.00	FINANCE -----	291	38.0	186.00
SERVICES -----	2,156	40.0	212.00	MANUFACTURING -----	832	39.5	184.00				
				NONMANUFACTURING -----	1,360	39.0	173.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	500	38.5	328.00
DRAFTERS, CLASS C -----	6,507	40.0	176.50	PUBLIC UTILITIES -----	383	39.5	189.00	NONMANUFACTURING -----	399	38.5	328.00
MANUFACTURING -----	4,544	40.0	176.50	WHOLESALE TRADE -----	317	39.0	171.50				
NONMANUFACTURING -----	1,963	39.5	176.00	FINANCE -----	415	39.0	161.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	854	39.0	290.00
PUBLIC UTILITIES -----	375	40.0	208.50					NONMANUFACTURING -----	612	39.0	290.00
SERVICES -----	1,389	40.0	168.00	COMPUTER OPERATORS, CLASS C -----	1,339	39.0	161.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	390	39.5	246.00
				MANUFACTURING -----	525	39.5	165.50	NONMANUFACTURING -----	262	39.5	239.00
DRAFTER-TRACEPS -----	1,186	40.0	149.50	NONMANUFACTURING -----	813	39.0	158.00				
MANUFACTURING -----	718	40.0	155.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	812	39.0	273.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS C -----	489	40.0	194.00
NONMANUFACTURING -----	468	39.5	140.00	MANUFACTURING -----	322	39.5	266.50	NONMANUFACTURING -----	255	40.0	196.00
ELECTRONICS TECHNICIANS -----	9,036	40.0	249.00	NONMANUFACTURING -----	490	38.5	278.00				
MANUFACTURING -----	3,450	40.0	227.00	FINANCE -----	277	38.5	255.00	DRAFTERS, CLASS B -----	848	40.0	176.00
NONMANUFACTURING -----	5,585	40.0	263.00					MANUFACTURING -----	259	40.0	166.00
PUBLIC UTILITIES -----	4,604	40.0	266.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	1,698	39.0	234.50	NONMANUFACTURING -----	589	40.0	180.00
				MANUFACTURING -----	525	39.5	244.00				
ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	2,441	40.0	275.00	NONMANUFACTURING -----	1,173	39.0	230.00	NURSES, INDUSTRIAL (REGISTERED) -----	3,491	40.0	227.00
NONMANUFACTURING -----	1,499	40.0	255.00	PUBLIC UTILITIES -----	275	39.5	263.00	MANUFACTURING -----	3,119	40.0	227.00
PUBLIC UTILITIES -----	942	40.0	306.00	FINANCE -----	546	38.5	216.00	NONMANUFACTURING -----	373	39.0	224.00
	771	40.0	308.50								
ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	3,888	40.0	242.50								
NONMANUFACTURING -----	1,273	40.0	210.50								
	2,614	40.0	258.00								
ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	1,254	40.0	219.00								
	612	40.0	195.00								

See footnotes at end of table A-30.

Table A-15. Average weekly earnings of office, professional, and technical workers, by sex, the West,⁵ July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - MEN				OFFICE OCCUPATIONS - WOMEN--CONTINUED				OFFICE OCCUPATIONS - WOMEN--CONTINUED			
CLERKS, ACCOUNTING, CLASS A:-----			\$	CLERKS, FILE, CLASS A -----			\$	SECRETARIES - CONTINUED			\$
MANUFACTURING -----	511	40.0	196.50	NONMANUFACTURING -----	1,266	39.0	154.50				
NONMANUFACTURING:-----				FINANCE -----	1,061	39.0	150.00	SECRETARIES, CLASS A -----	3,418	39.5	217.50
WHOLESALE TRADE -----	493	40.0	184.00		759	39.0	148.00	MANUFACTURING -----	1,566	40.0	224.00
CLERKS, ACCOUNTING, CLASS B:-----				CLERKS, FILE, CLASS B -----	4,307	39.0	120.00	NONMANUFACTURING -----	1,851	39.0	212.00
MANUFACTURING -----				MANUFACTURING -----	324	39.5	135.50	WHOLESALE TRADE -----	309	39.5	205.00
NONMANUFACTURING:-----				NONMANUFACTURING -----	3,983	39.0	118.50	RETAIL TRADE -----	310	39.0	210.00
SERVICES -----	282	37.5	162.00	PUBLIC UTILITIES -----	371	40.0	172.50	FINANCE -----	597	39.0	203.50
CLERKS, ORDER -----	2,869	40.0	187.50	WHOLESALE TRADE -----	449	40.0	117.00	SERVICES -----	393	39.5	210.00
MANUFACTURING -----	327	40.0	171.00	FINANCE -----	2,583	39.0	109.50				
NONMANUFACTURING -----	2,543	40.0	189.50	SERVICES -----	335	39.0	122.00	SECRETARIES, CLASS B -----	10,447	39.5	205.50
WHOLESALE TRADE -----	2,463	40.0	190.00					MANUFACTURING -----	4,441	40.0	215.00
MESSENGERS -----	1,558	39.0	130.00	CLERKS, FILE, CLASS C -----	5,041	39.0	103.00	NONMANUFACTURING -----	6,006	39.0	198.00
MANUFACTURING -----	333	39.0	143.50	MANUFACTURING -----	339	40.0	124.00	PUBLIC UTILITIES -----	833	40.0	234.50
NONMANUFACTURING:-----				NONMANUFACTURING -----	4,702	39.0	101.50	WHOLESALE TRADE -----	937	39.5	195.50
SERVICES -----	353	38.0	131.00	FINANCE -----	3,035	38.5	97.50	RETAIL TRADE -----	489	40.0	174.50
								FINANCE -----	2,350	39.0	187.50
OFFICE OCCUPATIONS - WOMEN				CLERKS, ORDER -----	4,542	39.5	158.00	SERVICES -----	1,397	39.0	204.50
CLERKS, MACHINE (BILLING MACHINE) -----	1,006	39.5	147.50	MANUFACTURING -----	1,835	39.5	153.50	SECRETARIES, CLASS C -----	18,754	39.5	189.50
MANUFACTURING -----	298	40.0	146.50	NONMANUFACTURING -----	2,706	39.5	161.00	MANUFACTURING -----	7,863	39.5	196.50
NONMANUFACTURING -----	708	39.5	147.50	WHOLESALE TRADE -----	2,101	39.5	164.00	NONMANUFACTURING -----	10,891	39.5	184.00
CLERKS, MACHINE (BOOKKEEPING MACHINE) -----	395	40.0	145.00	CLERKS, PAYROLL -----	4,565	39.5	168.00	PUBLIC UTILITIES -----	1,712	40.0	206.50
BOOKKEEPING-MACHINE OPERATORS, CLASS A -----	769	39.5	162.50	MANUFACTURING -----	1,922	39.5	169.50	WHOLESALE TRADE -----	1,289	40.0	187.50
NONMANUFACTURING -----	570	39.5	161.00	NONMANUFACTURING -----	2,643	39.5	167.00	RETAIL TRADE -----	869	39.5	177.00
BOOKKEEPING-MACHINE OPERATORS, CLASS B -----	852	39.5	132.00	PUBLIC UTILITIES -----	451	39.5	200.50	FINANCE -----	4,445	39.0	169.50
MANUFACTURING -----	295	40.0	144.50	WHOLESALE TRADE -----	396	39.5	174.00	SERVICES -----	2,577	39.5	195.00
NONMANUFACTURING -----	557	39.5	125.00	RETAIL TRADE -----	693	40.0	160.00	SECRETARIES, CLASS D -----	17,647	39.5	170.00
CLERKS, ACCOUNTING, CLASS A -----	16,722	39.5	171.00	FINANCE -----	468	38.5	149.00	MANUFACTURING -----	6,559	39.5	174.50
MANUFACTURING -----	5,727	39.5	175.00	SERVICES -----	635	39.5	159.00	NONMANUFACTURING -----	11,088	39.5	167.00
NONMANUFACTURING -----	10,995	39.5	168.50	KEYPUNCH OPERATORS, CLASS A -----	9,287	39.5	166.50	PUBLIC UTILITIES -----	1,088	39.5	189.50
PUBLIC UTILITIES -----	2,330	40.0	198.00	MANUFACTURING -----	2,631	39.5	175.50	WHOLESALE TRADE -----	1,109	39.5	164.00
WHOLESALE TRADE -----	2,188	40.0	171.00	NONMANUFACTURING -----	6,656	39.5	163.50	RETAIL TRADE -----	1,117	40.0	168.00
RETAIL TRADE -----	2,580	40.0	157.50	PUBLIC UTILITIES -----	1,041	40.0	191.00	FINANCE -----	4,101	39.0	156.00
FINANCE -----	2,624	38.5	153.00	WHOLESALE TRADE -----	1,682	39.5	165.00	SERVICES -----	3,674	39.0	173.50
SERVICES -----	1,273	39.0	165.50	RETAIL TRADE -----	763	39.5	166.50	STENOGRAPHERS, GENERAL -----	4,851	40.0	159.00
CLERKS, ACCOUNTING, CLASS B -----	18,849	39.5	139.50	FINANCE -----	1,951	38.5	151.50	MANUFACTURING -----	1,662	40.0	165.50
MANUFACTURING -----	4,469	39.5	143.00	SERVICES -----	1,220	39.5	154.00	NONMANUFACTURING -----	3,190	39.5	156.00
NONMANUFACTURING -----	14,380	39.5	138.50	KEYPUNCH OPERATORS, CLASS B -----	10,859	39.5	145.50	PUBLIC UTILITIES -----	1,085	40.0	190.00
PUBLIC UTILITIES -----	2,425	40.0	164.00	MANUFACTURING -----	2,397	39.5	149.50	SERVICES -----	483	39.5	149.00
WHOLESALE TRADE -----	3,443	40.0	136.50	NONMANUFACTURING -----	8,462	39.0	144.50	STENOGRAPHERS, SENIOR -----	7,257	40.0	171.50
RETAIL TRADE -----	4,281	40.0	134.00	PUBLIC UTILITIES -----	1,375	40.0	176.50	MANUFACTURING -----	2,421	40.0	187.50
FINANCE -----	2,639	38.5	124.50	WHOLESALE TRADE -----	2,799	40.0	142.00	NONMANUFACTURING -----	4,835	39.5	164.00
SERVICES -----	1,593	39.0	139.00	RETAIL TRADE -----	1,218	39.5	137.00	PUBLIC UTILITIES -----	628	40.0	199.50
				SERVICES -----	1,273	38.0	148.00	WHOLESALE TRADE -----	537	40.0	175.50
				MESSENGERS:-----				SERVICES -----	1,105	39.5	178.50
				MANUFACTURING -----	338	39.5	124.00	SWITCHBOARD OPERATOR-RECEPTIONISTS-----	6,691	39.5	138.50
				SECRETARIES -----	50,731	39.5	187.50	MANUFACTURING -----	2,076	40.0	142.00
				MANUFACTURING -----	20,588	39.5	195.50	NONMANUFACTURING -----	4,615	39.5	137.00
				NONMANUFACTURING -----	30,143	39.5	182.00	PUBLIC UTILITIES -----	338	40.0	173.00
				PUBLIC UTILITIES -----	3,885	39.5	210.50	WHOLESALE TRADE -----	1,404	40.0	143.00
				WHOLESALE TRADE -----	3,784	39.5	182.50	RETAIL TRADE -----	920	40.0	125.50
				RETAIL TRADE -----	2,816	39.5	177.50	FINANCE -----	1,146	39.0	128.50
				FINANCE -----	11,576	39.0	170.00	SERVICES -----	807	39.0	136.50
				SERVICES -----	8,082	39.5	187.50				

See footnotes at end of table A-30.

Table A-15. Average weekly earnings of office, professional, and technical workers, by sex,
in the West,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)		Sex, occupation, and industry division	Number of workers	Average (mean ²)	
		Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)			Weekly hours ¹ (standard)	Weekly earnings ¹ (standard)
OFFICE OCCUPATIONS - WOMEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED				PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN--CONTINUED			
TRANSCRIBING-MACHINE OPERATORS, GENERAL -----	1,617	38.5	\$ 130.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS A -----	1,921	39.5	\$ 301.00	ELECTRONICS TECHNICIANS -----	12,922	40.0	\$ 244.5
NONMANUFACTURING -----	1,523	38.5	129.50	MANUFACTURING -----	855	40.0	311.00	MANUFACTURING -----	9,153	40.0	232.5
FINANCE -----	1,263	38.5	126.50	NONMANUFACTURING -----	1,067	39.0	293.00	NONMANUFACTURING -----	3,769	40.0	273.0
				FINANCE -----	449	38.5	279.50				
TYPISTS, CLASS A -----	5,955	39.5	152.00	COMPUTER PROGRAMMERS, BUSINESS, CLASS B -----	2,195	39.5	255.00	ELECTRONICS TECHNICIANS, CLASS A- MANUFACTURING -----	5,977	40.0	269.5
MANUFACTURING -----	1,528	39.5	169.00	MANUFACTURING -----	782	40.0	266.00	NONMANUFACTURING -----	4,124	40.0	261.0
NONMANUFACTURING -----	4,426	39.5	146.00	NONMANUFACTURING -----	1,413	39.0	249.00	PUBLIC UTILITIES -----	1,853	40.0	288.5
PUBLIC UTILITIES -----	301	40.0	186.50	FINANCE -----	611	38.5	241.00		593	40.0	296.5
SERVICES -----	1,589	40.0	155.50					ELECTRONICS TECHNICIANS, CLASS B- MANUFACTURING -----	5,177	40.0	233.5
				COMPUTER PROGRAMMERS, BUSINESS, CLASS C -----	611	39.5	206.50	NONMANUFACTURING -----	3,582	40.0	220.5
TYPISTS, CLASS B -----	8,916	39.0	125.00	NONMANUFACTURING -----	458	39.5	202.50		1,595	40.0	263.0
MANUFACTURING -----	1,898	40.0	144.00					ELECTRONICS TECHNICIANS, CLASS C- MANUFACTURING -----	1,651	40.0	183.5
NONMANUFACTURING -----	7,018	39.0	119.50	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS A -----	2,447	39.5	358.50		1,447	40.0	180.5
PUBLIC UTILITIES -----	301	40.0	157.50	MANUFACTURING -----	1,009	39.5	374.00	PROFESSIONAL AND TECHNICAL OCCUPATIONS - WOMEN			
WHOLESALE TRADE -----	532	39.5	120.50	NONMANUFACTURING -----	1,438	39.5	348.00				
RETAIL TRADE -----	379	40.0	139.00	SERVICES -----	531	40.0	345.50				
FINANCE -----	4,731	38.5	113.50					COMPUTER OPERATORS, CLASS B: MANUFACTURING -----	426	39.5	190.5
SERVICES -----	1,076	39.5	129.00	COMPUTER SYSTEMS ANALYSTS, BUSINESS, CLASS B -----	2,070	39.5	309.50				
PROFESSIONAL AND TECHNICAL OCCUPATIONS - MEN				MANUFACTURING -----	974	39.5	322.50	COMPUTER PROGRAMMERS, BUSINESS, CLASS B: MANUFACTURING -----	280	39.5	247.5
COMPUTER OPERATORS, CLASS A -----	1,986	39.5	231.00	NONMANUFACTURING: SERVICES -----	321	40.0	282.00				
MANUFACTURING -----	816	39.5	236.00	DRAFTERS, CLASS A -----	4,770	40.0	271.00	CRAFTERS, CLASS A -----	300	40.0	243.0
NONMANUFACTURING -----	1,170	39.5	227.50	MANUFACTURING -----	3,128	40.0	250.00				
FINANCE -----	306	38.5	213.00	NONMANUFACTURING -----	1,642	40.0	311.00	CRAFTERS, CLASS B -----	418	40.0	205.0
SERVICES -----	382	39.5	225.50	SERVICES -----	1,323	40.0	319.50	MANUFACTURING -----	274	40.0	198.0
COMPUTER OPERATORS, CLASS B -----	3,121	39.5	194.50	DRAFTERS, CLASS B -----	3,906	40.0	221.00	CRAFTERS, CLASS C -----	416	40.0	171.0
MANUFACTURING -----	1,122	40.0	204.50	MANUFACTURING -----	2,411	40.0	208.00	MANUFACTURING -----	277	40.0	161.0
NONMANUFACTURING -----	2,000	39.5	188.50	NONMANUFACTURING -----	1,495	40.0	241.50	NURSES, INDUSTRIAL (REGISTERED) --- MANUFACTURING -----	856	40.0	235.0
WHOLESALE TRADE -----	528	39.5	199.00	PUBLIC UTILITIES -----	442	40.0	245.50		685	40.0	233.0
FINANCE -----	687	39.0	174.50	SERVICES -----	864	40.0	244.00				
SERVICES -----	360	39.5	185.00	DRAFTERS, CLASS C -----	2,253	40.0	172.00				
COMPUTER OPERATORS, CLASS C -----	892	39.5	165.00	MANUFACTURING -----	1,513	40.0	161.00				
MANUFACTURING -----	311	39.5	170.00	NONMANUFACTURING -----	740	40.0	194.50				
NONMANUFACTURING -----	581	39.5	162.50	SERVICES -----	502	40.0	192.50				

See footnotes at end of table A-30.

Table A-16. Hourly earnings of maintenance and powerplant workers in the United States, July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																				
		Mean ²	Median ²	Middle range ²	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	\$ 8.00			
					Under \$ 3.00	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	over			
ALL WORKERS																									
STEAM TENDERS	10,429	\$ 5.23	\$ 5.17	\$ 4.41-6.09	369	180	323	283	185	286	380	524	785	615	1343	1376	935	862	628	564	648	90	54		
MANUFACTURING	8,978	5.25	5.19	4.43-6.11	309	117	249	259	166	244	343	393	722	514	1187	1147	784	825	597	520	475	82	45		
NONMANUFACTURING	1,452	5.10	5.05	4.25-5.67	60	63	74	23	19	42	37	130	63	102	156	229	151	37	32	44	173	8	9		
FINANCE	489	4.77	4.74	3.31-5.49	22	33	69	17	5	2	5	77	8	18	87	62	6	-	2	2	63	8	4		
SERVICES	363	4.38	4.25	3.66-4.75	38	28	5	7	14	40	26	48	51	33	5	16	10	1	-	-	41	-	-		
WELDERS, MAINTENANCE	15,613	6.14	6.10	5.31-6.94	9	77	116	115	172	221	358	350	274	552	1240	1750	2058	1841	1906	1593	1284	654	1042		
MANUFACTURING	10,351	6.08	6.16	5.37-6.89	8	59	38	63	127	128	237	168	152	319	737	1147	1310	1412	1568	1270	929	528	151		
NONMANUFACTURING	5,262	6.26	5.86	5.09-7.25	1	18	78	51	46	93	121	182	122	233	503	603	748	430	338	324	355	126	891		
PUBLIC UTILITIES	1,636	6.03	5.73	5.49-6.61	-	-	-	5	-	7	10	1	3	37	179	282	470	182	103	103	118	103	33		
RETAIL TRADE	1,346	7.02	6.98	5.58-8.50	-	-	3	29	12	12	38	32	48	43	63	64	95	104	104	80	81	19	519		
FINANCE	1,168	6.26	5.78	4.51-7.23	-	14	13	7	22	35	36	100	18	37	98	146	129	51	73	80	77	4	230		
SERVICES	921	5.53	5.18	4.51-6.29	1	4	62	10	12	40	37	49	29	77	152	102	50	80	39	52	48	-	77		
ELECTRICIANS, MAINTENANCE	61,403	6.44	6.54	5.60-7.41	3	24	82	53	208	258	892	687	969	1603	4528	5918	6611	6073	9150	6446	8711	6619	2569		
MANUFACTURING	53,088	6.40	6.47	5.57-7.38	-	23	43	47	187	235	847	614	910	1442	4132	5469	5744	5014	7922	5345	7886	5629	1600		
NONMANUFACTURING	8,315	6.72	6.74	5.94-7.53	3	1	38	6	21	23	45	73	59	161	396	449	868	1059	1228	1100	825	990	969		
PUBLIC UTILITIES	5,098	6.92	6.90	6.29-7.61	-	-	-	-	-	11	-	4	17	2	29	75	549	730	937	836	567	872	470		
WHOLESALE TRADE	447	6.26	6.27	5.31-7.03	-	-	-	-	-	-	-	4	-	24	68	48	57	35	63	38	63	12	35		
RETAIL TRADE	721	7.03	7.07	6.21-8.00	-	-	-	1	1	9	17	16	7	15	19	48	28	49	83	108	113	26	180		
FINANCE	563	6.59	6.00	5.28-7.20	-	-	26	-	3	2	8	14	17	23	111	177	100	72	68	87	29	26	200		
SERVICES	1,086	5.90	5.64	5.00-6.45	3	1	12	5	17	1	21	35	19	96	169	101	133	173	78	31	53	54	84		
ENGINEERS, STATIONARY	22,096	6.27	6.32	5.45-7.14	-	163	91	187	184	146	370	505	504	620	1471	2360	2249	2718	2906	2445	2221	1324	1634		
MANUFACTURING	13,765	6.36	6.36	5.57-7.16	-	14	20	84	35	56	166	234	191	409	902	1545	1501	1889	1628	1758	1626	939	767		
NONMANUFACTURING	8,332	6.12	6.19	5.18-7.10	-	149	71	103	149	90	204	271	313	211	570	814	747	829	1278	687	595	385	867		
PUBLIC UTILITIES	1,524	6.26	6.57	5.51-7.11	-	-	-	31	3	8	14	5	40	68	123	116	126	193	271	257	156	83	32		
WHOLESALE TRADE	361	6.08	6.07	5.45-6.50	-	-	-	-	3	-	-	3	14	7	12	85	43	89	32	24	25	17	8		
RETAIL TRADE	1,406	6.51	6.50	5.60-7.52	-	1	2	5	23	14	11	34	34	46	68	112	141	96	235	145	99	95	246		
FINANCE	2,624	5.98	5.93	5.10-6.80	-	143	40	26	30	17	41	126	134	51	121	353	233	162	495	171	93	117	272		
SERVICES	2,417	5.96	6.03	4.88-7.23	-	5	29	42	89	50	138	104	92	38	246	149	205	290	245	90	223	73	309		
WELDERS, MAINTENANCE TRADES	20,101	4.98	5.15	4.30-5.72	659	326	436	664	693	995	811	807	1002	1188	2833	3366	3516	1915	825	46	11	1	7		
MANUFACTURING	15,456	5.07	5.31	4.45-5.74	386	221	313	490	528	566	611	577	758	666	2153	2746	3148	1626	642	11	7	1	7		
NONMANUFACTURING	4,645	4.68	4.70	3.96-5.35	274	105	123	174	165	429	200	231	245	522	680	620	367	289	183	35	4	-	-		
PUBLIC UTILITIES	3,478	4.88	4.90	4.22-5.50	59	47	49	107	102	371	124	161	151	444	557	564	276	273	164	26	4	-	-		
WHOLESALE TRADE	254	4.92	4.95	4.18-5.62	10	-	12	-	26	-	22	7	21	4	34	26	65	16	12	-	-	-	-		
RETAIL TRADE	302	3.36	3.03	2.30-4.20	147	9	14	24	1	13	7	33	1	11	16	11	15	-	-	-	-	-	-		
FINANCE	364	3.76	3.70	3.15-4.42	50	46	26	43	24	39	21	23	10	54	10	13	6	-	-	-	-	-	-		
SERVICES	364	3.76	3.70	3.15-4.42	50	46	26	43	24	39	21	23	10	54	10	13	6	-	-	-	-	-	-		
MACHINE-TOOL OPERATORS, TOOLROOM	21,260	6.57	6.64	5.72-7.42	-	-	6	9	-	64	67	203	276	601	1149	1896	2574	2102	2671	1664	3365	4031	582		
MANUFACTURING	21,089	6.58	6.65	5.72-7.42	-	-	6	9	-	64	67	203	276	601	1129	1872	2536	2065	2641	1643	3364	4031	582		
MECHANISTS, MAINTENANCE	39,325	6.25	6.38	5.50-6.99	-	8	27	34	114	185	552	751	1118	1073	2569	4851	4508	3953	6707	5627	3442	1880	1926		
MANUFACTURING	36,985	6.21	6.34	5.47-6.94	-	8	27	34	114	185	552	733	1112	1057	2504	4712	4369	3648	6457	5364	3250	1256	1603		
NONMANUFACTURING	2,340	6.98	7.16	6.29-7.71	-	-	-	-	-	-	-	18	6	16	65	140	139	305	250	263	192	624	323		
PUBLIC UTILITIES	2,073	7.12	7.49	6.40-7.80	-	-	-	-	-	-	-	-	2	9	9	77	137	284	229	214	171	622	319		
MECHANICS, AUTOMOTIVE	61,464	6.32	6.58	5.55-7.21	22	109	281	358	384	554	1225	1243	1603	1709	3575	4679	5612	6323	6922	11217	9386	4929	1335		
MAINTENANCE	16,909	6.01	6.04	5.06-7.03	-	56	165	151	171	203	424	649	740	577	1511	1610	1865	2103	1502	1490	1785	1487	421		
MANUFACTURING	44,556	6.44	6.75	5.86-7.22	22	53	116	208	214	350	801	594	863	1132	2064	3069	3747	4220	5420	9727	7601	3442	914		
NONMANUFACTURING	34,635	6.58	6.85	6.03-7.25	-	-	93	101	143	269	540	392	448	674	1027	1831	2606	3173	4165	8702	6603	3021	849		
PUBLIC UTILITIES	3,744	6.09	6.15	5.25-6.96	3	38	18	33	10	9	85	60	164	118	260	485	301	457	546	472	506	152	28		
WHOLESALE TRADE	2,494	6.07	6.30	5.00-7.15	2	5	-	49	14	61	101	71	82	142	201	188	167	238	273	346	295	223	36		
RETAIL TRADE	3,546	5.68	5.77	5.00-6.31	17	10	5	24	47	12	75	70	151	182	573	557	601	349	431	205	193	45	-		
SERVICES	3,546	5.68	5.77	5.00-6.31	17	10	5	24	47	12	75	70	151	182	573	557	601	349	431	205	193	45	-		

See footnotes at end of table A-30.

Table A-16. Hourly earnings of maintenance and powerplant workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																			
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00		
					Under \$ 3.00	and under 3.20																		
ALL WORKERS-- CONTINUED																								
MECHANICS, MAINTENANCE -----	99,541	\$ 6.00	\$ 5.99	\$ 5.15- 6.85	85	75	302	602	878	933	2235	2844	3537	3759	10958	11640	12039	10765	12460	8759	10059	6674		
MANUFACTURING -----	91,317	5.97	5.93	5.13- 6.83	54	71	293	597	861	893	2189	2761	3378	3507	10069	10900	11375	9674	11161	7413	9163	6269		
NONMANUFACTURING -----	8,224	6.28	6.41	5.49- 6.97	31	4	8	5	17	41	46	83	158	252	889	740	664	1091	1298	1345	896	405		
PUBLIC UTILITIES -----	4,372	6.76	6.80	6.29- 7.37	-	-	-	5	-	-	2	6	30	13	40	219	275	708	854	994	628	371		
WHOLESALE TRADE -----	1,484	5.96	5.94	5.28- 6.67	10	-	-	-	-	7	14	1	56	112	122	250	209	154	208	178	160	5		
RETAIL TRADE -----	888	5.97	5.67	5.19- 6.75	-	-	-	-	1	-	10	14	2	40	203	165	52	92	93	119	56	28		
SERVICES -----	1,095	5.39	5.25	4.67- 6.15	21	4	8	-	14	34	20	59	71	86	220	89	124	125	139	21	52	1		
MILLWRIGHTS -----	27,919	6.73	6.80	6.30- 7.33	-	18	-	27	58	16	100	163	143	376	742	1546	1750	4457	4382	2877	5368	5282		
MANUFACTURING -----	27,642	6.73	6.83	6.30- 7.33	-	18	-	27	58	16	100	163	143	376	735	1504	1745	4415	4264	2861	5321	5282		
PAINTERS, MAINTENANCE -----	11,112	6.02	6.06	5.16- 7.03	82	128	72	198	214	177	293	138	368	377	866	1036	1436	1056	1297	1087	1257	330		
MANUFACTURING -----	7,119	6.18	6.23	5.54- 7.07	10	16	12	44	48	45	74	62	155	165	574	719	1205	824	949	897	1082	143		
NONMANUFACTURING -----	3,993	5.73	5.50	4.40- 6.94	72	111	60	154	166	132	219	76	213	212	292	367	231	231	348	190	175	186		
PUBLIC UTILITIES -----	675	6.41	6.53	5.80- 6.86	-	-	-	-	10	3	-	-	-	9	19	83	87	81	181	84	34	77		
RETAIL TRADE -----	433	6.60	6.70	5.25- 8.10	3	8	-	2	11	10	14	9	8	12	27	22	39	24	42	22	29	23		
FINANCE -----	1,545	5.69	5.25	4.15- 7.09	10	52	42	49	80	60	106	35	180	25	127	145	40	69	100	45	16	49		
SERVICES -----	1,254	5.09	4.77	3.90- 5.85	59	51	19	104	65	60	89	32	24	166	112	106	59	46	18	20	84	37		
PIPEFITTERS, MAINTENANCE -----	26,592	6.61	6.78	6.02- 7.25	-	-	-	19	46	78	119	155	176	286	827	1889	2899	3388	3589	4806	4595	3112		
MANUFACTURING -----	25,669	6.61	6.79	6.04- 7.25	-	-	-	19	37	69	118	143	176	283	800	1818	2635	3243	3555	4688	4541	3089		
NONMANUFACTURING -----	923	6.65	6.27	5.69- 7.16	-	-	-	-	9	9	1	12	-	3	27	71	264	145	34	118	54	23		
PUBLIC UTILITIES -----	577	6.72	6.29	5.99- 7.16	-	-	-	-	-	-	-	-	-	-	7	56	149	96	24	102	33	17		
SHEET-METAL WORKERS, MAINTENANCE --	6,000	6.69	6.71	6.04- 7.59	-	-	-	-	-	-	16	6	57	49	227	418	574	766	965	531	897	1407		
MANUFACTURING -----	5,555	6.73	6.82	6.11- 7.60	-	-	-	-	-	-	16	5	45	48	167	375	534	631	933	504	877	1379		
NONMANUFACTURING -----	405	6.14	6.18	5.46- 6.61	-	-	-	-	-	-	-	1	12	1	60	43	40	135	32	27	20	28		
PUBLIC UTILITIES -----	337	6.17	6.25	5.46- 6.62	-	-	-	-	-	-	-	-	12	-	50	28	37	104	29	24	20	28		
TOOL AND DIE MAKERS -----	51,476	6.66	6.75	5.88- 7.59	-	-	11	-	38	165	63	473	508	678	2600	4609	5537	6049	5481	5104	10700	7230		
MANUFACTURING -----	51,258	6.66	6.75	5.88- 7.59	-	-	11	-	38	165	63	473	499	670	2598	4602	5533	6002	5361	5102	10682	7228		

See footnotes at end of table A-30.

Table A-17. Hourly earnings of maintenance and powerplant workers in the Northeast,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																						
		Mean ²	Median ²	Middle range ²	Under \$ 3.00	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	\$ 8.00				
						and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00	over				
ALL WORKERS																											
BOILER TENDERS -----	3,632	\$ 4.88	\$ 4.93	\$ 4.32- 5.48	85	31	137	105	75	86	218	284	391	270	635	687	259	146	146	33	12	8	25				
MANUFACTURING -----	3,187	4.87	4.89	4.32- 5.46	65	16	132	105	64	67	205	252	372	222	559	573	244	135	121	19	12	8	16				
NONMANUFACTURING -----	445	4.95	4.99	4.33- 5.49	20	15	5	-	11	20	13	32	19	49	76	113	15	10	25	14	-	-	9				
CARPENTERS, MAINTENANCE -----	4,880	5.93	5.70	5.16- 6.43	-	1	1	28	45	39	91	164	119	260	505	843	754	671	344	318	313	59	325				
MANUFACTURING -----	3,133	5.71	5.65	5.14- 6.29	-	1	-	24	36	25	67	111	81	145	344	586	497	543	255	185	168	46	20				
NONMANUFACTURING -----	1,747	6.32	5.84	5.23- 7.23	-	-	1	4	9	14	24	53	38	115	161	257	257	128	89	134	144	13	305				
PUBLIC UTILITIES -----	478	6.14	5.75	5.45- 7.13	-	-	-	-	-	-	-	-	1	37	39	73	128	33	19	40	82	10	16				
RETAIL TRADE -----	529	7.37	8.00	5.72- 9.52	-	-	-	4	9	2	15	13	25	23	19	10	23	23	28	38	24	3	269				
FINANCE -----	361	6.05	5.78	5.39- 6.57	-	-	1	-	-	-	-	1	3	1	31	103	90	20	29	29	34	-	20				
SERVICES -----	365	5.27	5.05	4.65- 5.91	-	-	-	-	-	12	9	39	9	54	72	69	15	52	10	22	2	-	-				
ELECTRICIANS, MAINTENANCE -----	14,661	6.01	5.83	5.26- 6.68	-	-	12	23	25	83	216	250	363	606	1782	2165	2417	1872	1497	1147	946	855	402				
MANUFACTURING -----	12,407	5.93	5.77	5.21- 6.51	-	-	-	20	22	73	205	228	352	517	1639	1983	2042	1533	1338	807	709	767	174				
NONMANUFACTURING -----	2,254	6.45	6.33	5.67- 7.18	-	-	12	3	3	10	11	22	11	89	144	183	375	339	158	340	237	89	228				
PUBLIC UTILITIES -----	1,018	6.74	6.82	6.02- 7.49	-	-	-	-	-	-	-	-	-	-	8	24	212	202	44	236	114	82	97				
RETAIL TRADE -----	281	7.49	7.56	6.97- 8.14	-	-	-	-	-	9	4	4	-	5	1	12	5	14	11	24	95	2	94				
FINANCE -----	493	6.17	5.94	5.30- 6.91	-	-	-	-	-	1	1	-	-	1	74	106	80	62	40	74	24	3	27				
SERVICES -----	412	5.34	5.28	4.68- 6.00	-	-	12	3	3	-	6	14	11	83	61	40	72	60	38	1	-	2	5				
ENGINEERS, STATIONARY -----	5,564	6.04	5.88	5.25- 6.78	-	-	16	4	16	44	118	51	167	243	542	1072	669	620	640	519	415	146	283				
MANUFACTURING -----	3,209	5.94	5.62	5.24- 6.68	-	-	-	1	-	11	56	43	96	203	383	786	361	360	207	232	187	109	173				
NONMANUFACTURING -----	2,355	6.17	6.24	5.33- 6.91	-	-	16	3	16	33	61	8	71	39	158	286	309	260	433	286	228	37	110				
PUBLIC UTILITIES -----	650	6.66	6.89	6.19- 7.14	-	-	-	-	-	2	-	-	3	7	21	27	50	88	88	233	111	15	4				
FINANCE -----	850	6.17	6.13	5.25- 6.67	-	-	-	-	-	-	2	5	1	3	65	177	131	61	272	36	62	11	24				
SERVICES -----	591	5.39	5.35	4.43- 6.25	-	-	16	3	13	31	59	3	67	20	62	47	58	92	71	1	25	-	23				
HELPERS, MAINTENANCE TRADES -----	5,958	4.91	5.05	4.26- 5.54	138	140	111	164	320	262	269	256	342	554	770	1261	830	338	194	7	4	1	-				
MANUFACTURING -----	4,802	4.91	5.12	4.22- 5.54	103	110	84	144	287	226	219	206	280	363	536	1138	712	295	97	1	-	1	-				
NONMANUFACTURING -----	1,157	4.91	4.84	4.50- 5.53	35	30	27	20	33	36	50	50	62	191	233	123	118	43	97	6	4	-	-				
PUBLIC UTILITIES -----	828	5.23	5.07	4.60- 5.82	-	5	-	3	9	-	25	17	51	175	204	100	96	42	90	6	4	-	-				
MACHINE-TOOL OPERATORS, TOOLROOM -----	3,936	6.00	5.72	5.25- 6.70	-	-	6	2	-	30	30	61	84	283	383	749	704	285	437	116	167	564	36				
MANUFACTURING -----	3,934	6.00	5.72	5.25- 6.70	-	-	6	2	-	30	30	61	84	283	383	747	704	285	437	116	167	564	36				
MACHINISTS, MAINTENANCE -----	12,952	5.99	5.79	5.22- 6.75	-	-	18	-	44	42	196	461	468	532	1356	1568	2125	1125	1524	902	1120	583	489				
MANUFACTURING -----	12,067	5.91	5.71	5.17- 6.65	-	-	18	-	44	42	196	443	464	523	1307	1929	2039	1040	1494	871	1016	408	235				
NONMANUFACTURING -----	885	7.04	7.49	6.05- 8.01	-	-	-	-	-	-	-	18	4	9	49	39	86	86	25	31	105	175	254				
PUBLIC UTILITIES -----	747	7.34	7.71	6.60- 8.01	-	-	-	-	-	-	-	-	-	9	-	3	85	73	25	23	103	175	250				
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	13,393	6.23	6.39	5.50- 6.96	-	16	-	91	70	102	296	227	268	427	746	1332	1370	1863	1707	2405	1649	694	131				
MANUFACTURING -----	3,036	5.81	5.78	5.12- 6.52	-	16	-	-	36	-	92	176	95	152	278	499	436	464	190	188	202	143	69				
NONMANUFACTURING -----	10,357	6.35	6.61	5.83- 7.01	-	-	-	91	34	102	204	52	173	275	468	833	933	1399	1518	2216	1447	551	62				
PUBLIC UTILITIES -----	7,625	6.55	6.72	6.10- 7.15	-	-	-	33	21	47	30	19	70	184	223	442	567	1142	1168	1884	1261	494	41				
WHOLESALE TRADE -----	1,019	5.99	5.88	5.40- 6.91	-	-	-	-	-	-	57	-	63	34	69	218	102	52	86	205	106	5	20				
RETAIL TRADE -----	663	5.44	5.10	4.11- 6.78	-	-	-	46	-	55	79	20	20	46	67	11	20	85	110	27	61	14	1				
MECHANICS, MAINTENANCE -----	22,453	5.67	5.52	4.92- 6.43	-	3	91	207	266	373	837	1037	1026	1049	3452	3417	2637	2119	1893	1581	1097	1300	68				
MANUFACTURING -----	20,070	5.63	5.52	4.85- 6.34	-	3	91	207	254	371	827	1010	974	899	2901	3177	2547	1854	1623	1136	936	1208	52				
NONMANUFACTURING -----	2,383	6.01	6.20	5.06- 6.93	-	-	-	-	12	2	10	27	52	149	551	240	90	264	270	444	161	92	16				
PUBLIC UTILITIES -----	1,071	6.73	6.82	6.35- 7.16	-	-	-	-	-	-	-	-	7	-	30	33	34	175	237	318	154	79	4				
RETAIL TRADE -----	570	5.73	5.49	5.17- 6.33	-	-	-	-	-	-	9	14	1	39	162	142	24	40	28	83	3	12	12				

See footnotes at end of table A-30.

Table A-17. Hourly earnings of maintenance and powerplant workers in the Northeast,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	Under \$ 3.00	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	\$ 8.00
						and under 3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	8.00 over
ALL WORKERS-- CONTINUED																							
MILLWRIGHTS -----	5,824	\$ 6.28	\$ 6.34	\$ 5.64- 7.03	-	18	-	-	6	12	60	63	142	240	421	435	390	1234	784	802	573	643	-
MANUFACTURING -----	5,757	6.29	6.34	5.64- 7.03	-	18	-	-	6	12	60	63	142	240	417	393	389	1219	784	797	573	643	-
PAINTERS, MAINTENANCE -----	2,847	5.55	5.51	4.82- 6.24	37	32	7	54	49	48	120	29	89	225	446	354	486	252	156	207	175	39	41
MANUFACTURING -----	1,762	5.70	5.67	5.15- 6.15	-	16	2	21	22	9	34	8	66	57	317	255	414	182	110	100	135	8	7
NONMANUFACTURING -----	1,085	5.32	5.11	4.46- 6.34	37	16	5	34	27	39	85	21	23	169	129	99	73	70	46	107	40	31	34
SERVICES -----	508	4.34	4.65	3.92- 4.80	37	12	5	34	21	31	72	12	13	162	45	42	19	2	-	-	-	-	-
PIPEFITTERS, MAINTENANCE -----	6,626	6.09	6.08	5.43- 6.79	-	-	-	11	2	22	77	127	120	99	552	944	1112	1322	551	538	638	375	95
MANUFACTURING -----	6,260	6.08	6.08	5.40- 6.79	-	-	-	11	2	22	76	125	120	96	532	916	975	1252	586	525	606	374	42
NONMANUFACTURING -----	365	6.34	5.85	5.65- 7.02	-	-	-	-	-	-	1	3	-	3	20	28	136	70	6	13	32	1	53
SHEET-METAL WORKERS, MAINTENANCE --	1,369	6.19	6.06	5.47- 7.03	-	-	-	-	-	-	-	5	13	9	135	234	234	289	47	103	98	198	5
MANUFACTURING -----	1,219	6.21	6.10	5.42- 7.14	-	-	-	-	-	-	-	4	13	8	129	213	197	224	41	99	94	197	1
TUCL AND DIE MAKERS -----	12,869	6.13	6.01	5.50- 6.65	-	-	-	-	-	3	24	53	219	342	1247	1949	2447	2591	1075	677	972	1181	86
MANUFACTURING -----	12,723	6.12	6.00	5.50- 6.66	-	-	-	-	-	3	24	53	219	342	1247	1944	2447	2548	983	675	972	1181	86

See footnotes at end of table A-30.

Table A-18. Hourly earnings of maintenance and powerplant workers in the South,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																			
		Mean ²	Median ²	Middle range ²	Under \$ 2.60	\$ 2.60 and under	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.40	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	
ALL WORKERS																								
BOILER TENDERS -----	2,020	\$ 4.55	\$ 4.44	\$ 3.31- 5.68	70	87	100	149	152	130	83	81	84	56	222	146	134	192	58	160	53	27	36	
MANUFACTURING -----	1,761	4.68	4.63	3.51- 5.78	53	87	79	101	83	107	81	79	82	26	215	124	119	190	58	160	53	27	36	
CARPENTERS, MAINTENANCE -----	3,504	5.64	5.75	4.44- 6.88	-	-	9	76	110	79	119	139	195	131	249	341	209	325	226	330	585	151	229	
MANUFACTURING -----	2,107	5.81	6.29	4.71- 6.94	-	-	8	58	35	39	82	91	119	25	95	145	102	193	123	281	529	122	59	
NONMANUFACTURING -----	1,397	5.38	5.00	4.27- 6.25	-	-	1	18	75	40	37	48	77	107	154	196	107	132	103	49	57	29	170	
PUBLIC UTILITIES -----	257	6.25	5.87	5.32- 7.60	-	-	-	-	-	-	-	7	7	1	-	26	43	59	15	10	3	20	67	
RETAIL TRADE -----	423	6.09	5.95	4.95- 7.00	-	-	-	1	25	3	5	21	19	28	39	37	35	49	30	37	6	89		
FINANCE -----	398	4.77	4.50	4.00- 5.00	-	-	-	14	12	4	22	32	36	79	51	57	9	28	24	-	14	3	14	
SERVICES -----	258	4.40	4.50	3.35- 4.83	-	-	1	4	62	10	12	5	13	8	33	62	19	11	14	2	3	-	-	
ELECTRICIANS, MAINTENANCE -----	13,071	5.98	6.06	5.11- 6.87	-	2	1	24	70	24	164	165	467	307	1020	1353	1729	1077	1002	2052	1832	1014	770	
MANUFACTURING -----	11,348	5.97	5.98	5.08- 6.94	-	-	-	23	43	21	146	162	437	268	928	1174	1612	945	662	1714	1635	927	652	
NONMANUFACTURING -----	1,723	6.08	6.29	5.29- 6.69	-	2	1	1	26	3	18	3	30	39	92	179	117	132	340	338	196	87	118	
PUBLIC UTILITIES -----	1,058	6.56	6.53	6.25- 6.86	-	-	-	-	-	-	-	1	-	-	17	7	30	95	277	306	165	73	88	
ENGINEERS, STATIONARY -----	4,582	5.65	5.79	4.61- 6.71	-	-	-	162	67	168	100	90	153	232	350	362	398	452	425	531	613	259	223	
MANUFACTURING -----	2,744	6.04	6.29	5.17- 7.00	-	-	-	14	20	83	35	43	67	84	174	169	204	305	238	391	552	201	164	
NONMANUFACTURING -----	1,838	5.07	5.00	4.12- 6.03	-	-	-	148	47	84	65	48	85	148	175	193	194	147	187	140	61	58	59	
RETAIL TRADE -----	350	5.74	5.72	4.75- 6.50	-	-	-	-	2	4	17	11	4	29	33	40	46	27	27	63	25	28	35	
FINANCE -----	632	4.43	4.32	3.25- 5.52	-	-	-	143	40	19	22	17	32	88	40	32	80	59	18	23	19	-	-	
SERVICES -----	486	5.33	5.42	4.25- 6.16	-	-	-	5	5	31	23	13	35	23	31	50	37	36	123	30	17	5	21	
HELPERS, MAINTENANCE TRADES -----	4,845	4.58	4.48	3.74- 5.71	194	222	58	138	175	248	198	499	297	368	356	502	280	608	202	491	2	7	-	
MANUFACTURING -----	3,096	4.86	4.96	3.95- 5.74	58	159	26	84	91	133	102	143	196	267	171	283	209	599	77	491	-	7	-	
NONMANUFACTURING -----	1,749	4.07	3.96	3.45- 4.66	137	63	32	54	84	115	96	356	101	101	185	220	71	9	125	-	2	-	-	
PUBLIC UTILITIES -----	1,301	4.25	3.57	3.72- 4.90	-	43	15	42	44	102	93	351	69	93	83	169	65	5	125	-	2	-	-	
MACHINE-TOOL OPERATORS, TOOLROOM -----	1,847	5.85	5.78	5.16- 6.60	-	-	-	-	-	7	-	32	20	80	143	265	317	269	131	327	56	72	129	
MANUFACTURING -----	1,785	5.85	5.78	5.16- 6.60	-	-	-	-	-	7	-	32	20	80	143	259	311	235	129	327	42	72	129	
MACHINISTS, MAINTENANCE -----	8,290	6.12	6.31	5.32- 7.00	-	-	-	8	8	34	66	101	235	178	542	605	1147	826	450	1137	1772	526	655	
MANUFACTURING -----	7,770	6.07	6.24	5.32- 6.93	-	-	-	8	8	34	66	101	235	178	534	593	1107	805	379	1027	1763	468	465	
NONMANUFACTURING -----	520	6.92	6.77	6.29- 7.80	-	-	-	-	-	-	-	-	-	-	8	12	40	21	71	110	9	58	190	
PUBLIC UTILITIES -----	506	6.97	6.86	6.29- 7.80	-	-	-	-	-	-	-	-	-	-	2	7	40	21	71	107	9	58	190	
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	18,209	5.76	5.91	4.71- 6.85	8	5	8	93	253	238	275	405	769	834	2002	1579	1843	1645	1040	1741	3004	2058	410	
MANUFACTURING -----	4,278	5.12	4.99	4.32- 5.89	-	-	-	40	149	142	109	165	250	334	763	620	514	200	204	275	279	151	83	
NONMANUFACTURING -----	13,931	5.95	6.08	5.00- 6.91	8	5	8	53	105	95	166	240	519	500	1239	959	1328	1445	835	1466	2725	1907	327	
PUBLIC UTILITIES -----	10,426	6.15	6.60	5.29- 6.91	-	-	-	-	82	46	109	221	447	351	727	404	675	865	543	1198	2644	1838	278	
WHOLESALE TRADE -----	776	5.41	5.40	4.63- 6.55	-	3	-	38	18	33	10	2	14	47	69	90	101	59	74	145	44	28	-	
RETAIL TRADE -----	860	5.49	5.25	4.74- 5.99	-	2	-	5	-	3	13	6	20	48	151	117	173	122	14	57	37	41	49	
SERVICES -----	1,796	5.24	5.20	4.75- 5.95	8	-	8	10	5	12	34	12	37	54	276	346	379	344	204	66	-	-	-	
MECHANICS, MAINTENANCE -----	25,973	5.64	5.50	4.80- 6.57	-	47	38	72	210	286	515	484	878	1326	2562	3613	3429	2059	2223	2843	3186	1728	475	
MANUFACTURING -----	23,982	5.61	5.47	4.76- 6.57	-	27	27	68	202	281	509	453	860	1304	2416	3413	3249	1907	1844	2541	2745	1683	455	
NONMANUFACTURING -----	1,991	5.95	6.26	5.21- 6.80	-	20	11	4	8	5	5	31	18	22	146	200	180	153	380	302	441	45	20	
PUBLIC UTILITIES -----	1,269	6.32	6.41	6.05- 6.81	-	-	-	-	-	5	-	-	2	6	28	10	124	128	302	270	384	3	8	
SERVICES -----	365	4.89	5.00	4.25- 5.00	-	20	1	4	8	-	2	31	15	13	39	147	10	1	48	13	14	-	-	
MILLWRIGHTS -----	3,275	6.68	6.57	6.42- 7.13	-	-	-	-	-	27	37	4	3	97	69	146	82	193	68	1144	627	272	507	
MANUFACTURING -----	3,272	6.68	6.57	6.42- 7.13	-	-	-	-	-	27	37	4	3	97	69	143	82	193	68	1144	627	272	507	

See footnotes at end of table A-30.

Table A-18. Hourly earnings of maintenance and powerplant workers in the South,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					2.60	2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	
					Under \$ 2.60	and under 2.80																	
					2.80	3.00	3.20	3.40	3.60	3.80	4.00	4.20	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over	
ALL WORKERS-- CONTINUED																							
PAINTERS, MAINTENANCE -----	2,903	\$ 5.51	\$ 5.70	\$ 4.42- 6.50	12	1	27	94	62	130	95	116	112	53	327	151	257	264	210	399	287	202	109
MANUFACTURING -----	1,621	6.13	6.43	5.65- 6.97	-	-	10	-	10	11	22	35	18	19	115	75	89	199	184	344	274	189	26
NONMANUFACTURING -----	1,288	4.72	4.50	3.68- 5.50	12	1	17	94	52	119	73	81	94	33	212	76	168	65	26	55	14	13	84
FINANCE -----	646	4.33	4.45	3.75- 4.75	-	-	5	52	38	49	21	56	68	15	185	36	93	14	2	10	-	3	-
SERVICES -----	313	3.99	3.65	3.40- 4.50	12	1	9	38	14	68	44	19	10	12	10	18	41	11	6	1	-	-	-
PIPEFITTERS, MAINTENANCE -----	5,034	6.63	6.81	6.31- 7.13	-	-	-	-	-	8	25	47	37	6	62	41	157	515	395	1144	1668	603	325
MANUFACTURING -----	4,975	6.64	6.81	6.41- 7.13	-	-	-	-	-	8	25	47	37	6	62	34	150	508	365	1136	1668	603	325
SHEET-METAL WORKERS, MAINTENANCE --	899	6.53	6.57	6.29- 7.09	-	-	-	-	-	-	-	-	11	-	72	28	14	38	96	340	139	42	118
MANUFACTURING -----	851	6.57	6.57	6.33- 7.11	-	-	-	-	-	-	-	-	11	-	60	25	10	37	76	332	139	42	118
TCCCL AND DIE MAKERS -----	5,562	5.96	5.67	5.25- 6.64	-	-	-	-	11	-	38	90	31	101	354	658	1369	624	472	547	289	633	345
MANUFACTURING -----	5,527	5.97	5.67	5.27- 6.64	-	-	-	-	11	-	38	90	31	101	338	656	1367	620	470	538	289	633	345

See footnotes at end of table A-30.

Table A-19. Hourly earnings of maintenance and powerplant workers in the North Central region,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	Under \$ 3.40	\$ 3.40 and under	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20
					3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40		5.80	6.20	6.60	7.00	7.40	7.80	8.20	over
ALL WORKERS																							
BOILER TENDERS -----	4,255	\$ 5.81	\$ 5.86	\$ 4.93- 6.85	58	48	21	119	56	183	261	185	195	277	62	610	551	460	215	833	92	8	18
MANUFACTURING -----	3,561	5.82	5.95	4.98- 6.78	58	48	20	98	56	115	219	139	147	269	59	401	529	447	215	633	92	-	18
NONMANUFACTURING -----	694	5.78	5.61	4.80- 7.28	-	-	1	20	-	68	43	46	48	8	3	209	22	13	4	200	-	8	-
CARPENTERS, MAINTENANCE -----	5,284	6.55	6.45	5.67- 7.25	5	8	9	17	72	54	50	99	92	227	228	642	695	747	628	645	486	111	471
MANUFACTURING -----	3,915	6.39	6.45	5.72- 7.25	3	-	9	12	52	32	38	84	66	118	159	458	593	583	571	542	414	106	77
NONMANUFACTURING -----	1,369	6.99	6.44	5.53- 8.58	2	8	-	5	20	23	13	15	26	109	70	184	102	163	57	103	72	5	393
PUBLIC UTILITIES -----	462	5.68	5.57	5.15- 6.19	-	5	-	-	3	-	2	-	14	98	64	112	61	53	36	-	9	-	4
RETAIL TRADE -----	321	7.56	7.37	6.25- 8.96	2	-	-	2	2	-	10	6	-	2	1	31	17	57	3	42	13	3	131
FINANCE -----	389	7.97	7.85	6.44- 9.65	-	3	-	3	-	21	-	-	7	1	2	33	1	42	7	33	41	2	194
ELECTRICIANS, MAINTENANCE -----	27,892	6.81	6.90	6.09- 7.49	-	6	19	10	209	119	188	375	553	675	749	2056	2460	3359	4103	2557	7461	1780	1213
MANUFACTURING -----	24,701	6.77	6.84	6.03- 7.48	-	6	19	-	205	107	177	359	512	644	728	1782	2306	3051	3328	2089	7225	1324	838
NONMANUFACTURING -----	3,191	7.11	6.98	6.42- 7.84	-	-	-	10	4	12	11	16	41	31	21	274	154	309	775	468	236	456	375
PUBLIC UTILITIES -----	2,246	7.01	6.93	6.60- 7.54	-	-	-	10	-	4	-	2	14	-	11	163	112	244	646	408	140	417	76
FINANCE -----	313	8.02	8.45	5.50- 9.95	-	-	-	-	-	-	9	11	4	23	-	43	4	3	20	2	2	21	172
ENGINEERS, STATIONARY -----	8,640	6.56	6.61	5.80- 7.40	8	16	27	11	93	205	215	135	109	307	320	698	872	1278	1163	1021	1023	326	814
MANUFACTURING -----	5,828	6.58	6.61	5.91- 7.33	-	-	-	3	42	106	36	91	62	213	262	415	674	982	695	906	862	235	246
NONMANUFACTURING -----	2,812	6.53	6.58	5.45- 7.65	8	16	27	8	51	99	179	44	47	94	58	283	198	296	468	115	161	92	568
PUBLIC UTILITIES -----	499	6.43	6.64	5.80- 6.79	-	-	-	-	-	-	31	-	10	23	7	50	56	57	163	13	16	59	15
RETAIL TRADE -----	508	6.87	6.80	6.22- 8.40	-	1	5	2	1	2	10	16	3	11	7	26	37	108	80	41	5	14	139
FINANCE -----	944	6.73	6.62	5.34- 8.40	-	7	8	-	7	33	116	24	9	12	23	70	49	64	121	43	109	-	248
SERVICES -----	626	6.27	6.50	4.85- 8.40	8	8	14	6	43	64	8	4	22	48	21	21	17	39	101	4	20	15	163
HELPERS, MAINTENANCE TRADES -----	6,796	5.30	5.37	4.88- 5.74	42	100	144	138	162	121	268	414	517	688	911	1716	1074	370	118	11	-	1	1
MANUFACTURING -----	5,507	5.32	5.44	4.96- 5.74	32	96	113	118	121	82	242	158	466	527	748	1508	946	315	32	2	-	1	1
NONMANUFACTURING -----	1,288	5.22	5.21	4.67- 5.62	10	4	32	20	41	39	26	256	51	161	163	208	127	55	86	9	-	-	-
PUBLIC UTILITIES -----	1,018	5.29	5.24	4.76- 5.66	5	2	-	15	22	10	13	238	19	156	160	146	115	37	80	-	-	-	-
MACHINE-TOOL OPERATORS, TOOLROOM -----	14,142	6.83	7.09	6.12- 7.68	-	-	-	2	16	60	134	232	226	225	338	1344	1409	1533	1058	1469	4600	1413	84
MANUFACTURING -----	14,086	6.84	7.09	6.12- 7.68	-	-	-	2	16	60	134	232	225	224	336	1339	1380	1522	1053	1467	4600	1413	84
MACHINISTS, MAINTENANCE -----	13,666	6.42	6.53	5.83- 7.03	-	-	5	42	121	106	284	350	221	247	700	1264	1645	3063	2021	1718	831	594	455
MANUFACTURING -----	13,125	6.41	6.52	5.80- 7.01	-	-	5	42	121	106	284	350	221	244	665	1231	1606	2953	1952	1562	816	519	450
NONMANUFACTURING -----	541	6.76	6.90	6.24- 7.16	-	-	-	-	-	-	-	-	-	3	35	33	39	111	70	156	15	75	5
PUBLIC UTILITIES -----	476	6.81	6.90	6.25- 7.16	-	-	-	-	-	-	-	-	-	2	34	13	35	107	65	129	12	75	5
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	20,570	6.59	6.85	6.00- 7.27	16	8	39	46	158	171	241	263	214	585	728	1455	2342	2046	3769	4938	3247	262	42
MANUFACTURING -----	6,987	6.43	6.60	5.79- 7.29	16	8	26	38	80	128	108	153	127	263	271	562	991	706	813	1523	1067	90	18
NONMANUFACTURING -----	13,583	6.67	6.91	6.15- 7.25	-	-	14	8	78	43	133	111	87	321	457	894	1351	1339	2956	3415	2180	172	24
PUBLIC UTILITIES -----	11,379	6.72	6.95	6.25- 7.27	-	-	13	1	63	22	48	88	29	248	334	836	1000	1087	2422	3202	1791	172	24
WHOLESALE TRADE -----	1,141	6.14	6.13	5.25- 6.95	-	-	-	7	14	13	73	21	27	32	115	41	278	105	145	138	133	-	-
RETAIL TRADE -----	483	6.65	6.65	6.30- 7.09	-	-	1	-	1	3	4	1	2	13	1	12	67	128	105	55	90	-	-
SERVICES -----	578	6.71	6.75	6.69- 7.50	-	-	-	-	-	4	9	1	29	28	7	5	6	20	284	19	166	-	-
MECHANICS, MAINTENANCE -----	40,196	6.36	6.39	5.57- 7.42	-	34	97	76	495	426	1193	1165	1557	1493	1731	4429	4685	5494	4439	2159	8516	1876	332
MANUFACTURING -----	37,057	6.33	6.34	5.53- 7.42	-	34	97	68	477	393	1164	1138	1475	1437	1640	4115	4370	4929	4020	1979	7935	1455	332
NONMANUFACTURING -----	3,139	6.63	6.67	5.96- 7.45	-	-	-	8	18	33	29	26	82	56	91	313	315	565	418	181	581	421	-
PUBLIC UTILITIES -----	1,742	7.10	7.36	6.51- 7.72	-	-	-	-	-	-	-	8	-	-	-	85	165	215	323	91	437	417	-
WHOLESALE TRADE -----	859	6.11	6.10	5.41- 6.85	-	-	-	7	14	-	21	8	67	1	84	133	101	179	60	46	138	-	-

See footnotes at end of table A-30.

Table A-19. Hourly earnings of maintenance and powerplant workers in the North Central region,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$		
					3.40	3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	
					Under \$ 3.40	and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	over	
ALL WORKERS-- CONTINUED																							
MILLWRIGHTS -----	18,261	\$ 6.88	\$ 7.16	\$ 6.34- 7.60	-	-	15	-	37	4	-	68	35	140	476	1112	1465	2813	2345	4677	4509	483	78
MANUFACTURING -----	18,054	6.88	7.19	6.34- 7.60	-	-	15	-	37	4	-	68	35	140	476	1108	1455	2735	2289	4622	4509	483	78
PAINTERS, MAINTENANCE -----	3,783	6.60	6.57	5.83- 7.51	10	12	18	13	38	43	36	29	92	86	104	444	476	503	288	595	461	97	438
MANUFACTURING -----	2,817	6.44	6.48	5.76- 7.20	-	12	5	-	21	35	32	18	62	80	86	388	422	353	225	562	445	21	50
NONMANUFACTURING -----	966	7.08	7.37	6.22- 8.30	10	-	13	13	17	8	4	11	30	6	18	56	54	150	63	33	16	76	388
FINANCE -----	502	7.46	8.30	6.44- 8.30	9	-	3	-	10	2	2	4	23	1	1	1	3	110	3	2	12	36	280
PIPEFITTERS, MAINTENANCE -----	13,132	6.82	7.09	6.30- 7.32	-	-	19	9	5	22	31	150	102	129	377	830	1318	1712	1703	3677	2526	246	277
MANUFACTURING -----	12,677	6.81	7.09	6.33- 7.32	-	-	10	-	5	13	31	150	102	129	375	778	1230	1669	1693	3569	2508	216	201
NONMANUFACTURING -----	455	7.05	7.16	6.00- 7.76	-	-	9	9	-	9	-	-	-	-	2	53	88	43	10	108	18	30	76
SHEET-METAL WORKERS, MAINTENANCE --	3,349	6.96	7.25	6.43- 7.60	-	-	-	-	3	1	-	4	8	55	80	143	353	421	274	760	1138	79	28
MANUFACTURING -----	3,211	7.00	7.25	6.43- 7.60	-	-	-	-	3	1	-	4	8	4	65	141	346	396	271	738	1130	77	27
TCCCL AND DIE MAKERS -----	26,822	7.02	7.37	6.45- 7.61	-	-	-	72	8	294	179	91	98	540	398	1677	2549	2950	2964	2929	7779	5975	320
MANUFACTURING -----	28,800	7.02	7.37	6.45- 7.61	-	-	-	72	8	294	179	91	98	540	398	1677	2548	2941	2959	2923	7778	5975	320

See footnotes at end of table A-30.

Table A-20. Hourly earnings of maintenance and powerplant workers in the West,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																							
		Mean ²	Median ²	Middle range ²	Under \$ 3.40	\$ 3.40 and under	\$ 3.60	\$ 3.80	\$ 4.00	\$ 4.20	\$ 4.40	\$ 4.60	\$ 4.80	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.80	\$ 6.20	\$ 6.60	\$ 7.00	\$ 7.40	\$ 7.80	\$ 8.20	\$ and over				
						-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
						3.60	3.80	4.00	4.20	4.40	4.60	4.80	5.00	5.20	5.40	5.80	6.20	6.60	7.00	7.40	7.80	8.20	over					
ALL WORKERS		\$	\$	\$																								
BOILER TENDERS -----	523	5.52	5.28	4.91- 6.24	2	-	5	-	22	-	58	13	81	9	90	49	57	48	88	-	-	-	-	1				
MANUFACTURING -----	469	5.61	5.38	4.91- 6.45	-	-	-	-	-	-	57	13	81	6	87	37	57	42	88	-	-	-	-	1				
CARPENTERS, MAINTENANCE -----	1,945	6.47	6.49	5.79- 6.98	-	-	-	26	-	-	-	49	47	28	26	312	294	296	412	242	112	25	78					
MANUFACTURING -----	1,196	6.50	6.54	6.10- 6.98	-	-	-	-	-	-	-	30	43	21	12	95	170	245	309	204	43	8	16					
NONMANUFACTURING -----	749	6.41	6.01	5.67- 6.99	-	-	-	26	-	-	-	19	4	7	13	217	124	51	102	38	69	17	62					
PUBLIC UTILITIES -----	439	6.15	5.90	5.67- 6.76	-	-	-	-	-	-	-	-	-	1	5	191	111	13	72	1	43	2	-					
ELECTRICIANS, MAINTENANCE -----	5,779	6.80	6.80	6.14- 7.48	-	-	-	-	-	11	7	14	84	81	170	501	775	822	864	651	1159	434	208					
MANUFACTURING -----	4,632	6.72	6.64	6.10- 7.37	-	-	-	-	-	11	5	14	82	81	153	389	668	787	736	559	772	183	193					
NONMANUFACTURING -----	1,148	7.16	7.61	6.60- 7.73	-	-	-	-	-	-	-	-	-	-	-	112	107	35	128	92	387	251	15					
PUBLIC UTILITIES -----	777	7.41	7.64	7.23- 7.88	-	-	-	-	-	-	-	-	-	-	-	53	14	5	99	43	338	225	-					
ENGINEERS, STATIONARY -----	3,310	6.74	6.69	6.01- 7.51	1	-	41	1	6	17	9	6	13	139	57	247	539	409	293	397	746	207	184					
MANUFACTURING -----	1,983	6.82	6.67	6.04- 7.51	-	-	-	-	-	-	-	-	-	5	69	120	431	283	158	196	486	85	145					
NONMANUFACTURING -----	1,327	6.62	6.83	5.80- 7.52	1	-	41	1	6	17	9	6	8	69	53	127	108	125	135	200	261	122	39					
RETAIL TRADE -----	262	6.74	6.75	6.55- 7.62	1	-	1	1	6	3	6	6	1	5	8	23	4	53	32	-	65	49	-					
SERVICES -----	714	6.61	7.10	5.75- 7.57	-	-	40	-	-	14	-	-	1	63	35	57	58	42	37	88	179	67	34					
HELPERS, MAINTENANCE TRADES -----	2,502	5.04	5.25	4.38- 5.83	203	154	31	96	83	62	207	50	267	89	250	346	266	385	8	-	-	-	5					
MANUFACTURING -----	2,051	5.08	5.19	4.48- 5.83	173	118	27	79	74	21	180	30	266	75	147	232	243	379	2	-	-	-	5					
NONMANUFACTURING -----	451	4.88	5.27	4.24- 5.63	30	36	4	17	9	42	27	20	1	14	103	114	23	6	6	-	-	-	-					
MACHINE-TOOL OPERATORS, TOOLROOM -----	1,335	6.48	6.57	6.13- 6.93	-	-	-	-	1	2	-	2	5	46	34	112	140	403	339	193	29	28	-					
MANUFACTURING -----	1,284	6.50	6.57	6.21- 6.93	-	-	-	-	1	2	-	2	5	34	22	112	140	403	312	193	29	28	-					
MACHINISTS, MAINTENANCE -----	4,417	6.75	6.70	6.04- 7.32	-	-	-	-	-	6	8	9	17	124	126	368	608	607	896	702	409	359	178					
MANUFACTURING -----	4,023	6.70	6.64	6.02- 7.24	-	-	-	-	-	6	8	8	17	123	122	365	595	528	870	678	227	299	178					
NONMANUFACTURING -----	394	7.22	7.61	6.48- 7.61	-	-	-	-	-	-	-	1	-	1	4	3	13	79	26	24	182	60	-					
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	9,293	6.96	7.09	6.34- 7.87	11	22	-	-	2	11	62	50	153	299	102	566	746	1173	1065	1051	1367	2295	319					
MANUFACTURING -----	2,608	6.55	6.46	5.72- 7.18	-	-	-	-	2	11	22	26	134	88	59	334	397	330	302	309	269	123	201					
NONMANUFACTURING -----	6,685	7.12	7.40	6.48- 7.87	11	22	-	-	-	-	41	24	19	211	42	232	349	843	763	742	1096	2172	117					
PUBLIC UTILITIES -----	5,204	7.21	7.41	6.50- 7.87	11	22	-	-	-	-	-	6	6	117	29	178	216	793	493	392	879	1953	109					
WHOLESALE TRADE -----	810	6.79	6.83	6.25- 7.30	-	-	-	-	-	-	22	-	13	28	-	41	85	23	261	174	51	103	8					
RETAIL TRADE -----	488	7.37	7.52	7.07- 7.62	-	-	-	-	-	-	2	-	-	2	-	5	19	15	5	158	167	115	-					
MECHANICS, MAINTENANCE -----	10,919	6.21	6.19	5.71- 6.74	-	76	-	-	26	55	70	231	348	495	374	1586	2220	1733	1770	1140	642	27	128					
MANUFACTURING -----	10,208	6.19	6.16	5.70- 6.72	-	76	-	-	26	55	68	226	348	495	349	1486	2134	1628	1520	1083	574	27	114					
NONMANUFACTURING -----	712	6.53	6.60	6.00- 6.96	-	-	-	-	-	-	2	5	-	-	25	100	86	105	250	57	69	-	14					
WHOLESALE TRADE -----	288	6.36	6.35	5.94- 6.96	-	-	-	-	-	-	-	-	-	-	12	60	43	61	54	52	7	-	-					
WELDERS, MAINTENANCE -----	1,574	6.41	6.48	5.75- 7.25	-	2	53	-	23	14	17	22	33	57	55	169	155	262	267	185	146	56	57					
MANUFACTURING -----	919	6.42	6.45	5.87- 7.08	-	-	-	-	-	-	15	18	7	33	14	133	113	198	152	143	77	5	11					
NONMANUFACTURING -----	655	6.38	6.53	5.29- 7.41	-	2	53	-	23	14	2	5	26	24	41	36	43	64	115	42	69	51	46					
SERVICES -----	273	6.64	7.25	5.75- 7.57	-	2	-	-	-	2	-	3	25	15	3	31	14	33	7	39	45	51	2					
PIPEFITTERS, MAINTENANCE -----	1,801	6.92	7.08	6.67- 7.27	-	-	-	-	-	-	-	-	-	-	3	111	139	120	447	809	146	-	20					
MANUFACTURING -----	1,756	6.94	7.08	6.67- 7.27	-	-	-	-	-	-	-	-	-	-	5	77	137	120	446	805	143	-	20					
WELD-METAL WORKERS, MAINTENANCE -----	384	6.48	6.38	6.04- 6.98	-	-	-	-	2	-	4	4	-	-	-	39	73	105	77	41	38	2	-					
MANUFACTURING -----	314	6.37	6.32	6.04- 6.92	-	-	-	-	2	-	4	4	-	-	-	37	73	81	67	41	5	-	-					
JEWELRY AND DIE MAKERS -----	4,223	6.78	6.79	6.35- 7.25	-	-	-	-	-	24	-	1	38	20	21	319	398	1103	544	996	259	242	258					
MANUFACTURING -----	4,209	6.78	6.79	6.35- 7.25	-	-	-	-	-	24	-	1	38	20	21	319	398	1103	543	985	259	240	258					

See footnotes at end of table A-30.

Table A-21. Hourly earnings of custodial and material movement workers in the United States, July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	\$ 1.80 and under	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60 and over
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over
ALL WORKERS																							
GUARDS AND WATCHMEN -----	167,769	3.01	2.45	2.18- 3.45	-	47876	38688	19227	12678	10632	7306	7101	6998	8301	6128	5923	4608	4843	4748	2609	77	25	1
MANUFACTURING -----	35,552	4.67	4.78	3.70- 5.79	-	385	602	1126	812	1309	1318	2439	3467	3075	3654	3462	2961	4143	4212	2539	30	18	1
NONMANUFACTURING -----	152,218	2.63	2.30	2.13- 2.75	-	47491	38086	18101	11866	9323	5988	4663	3532	5226	2473	2461	1648	700	536	70	47	7	-
PUBLIC UTILITIES -----	2,007	4.83	5.11	4.03- 5.68	-	5	52	35	31	3	95	87	161	166	181	266	368	309	243	5	1	-	-
WHOLESALE TRADE -----	1,228	3.98	3.60	2.80- 5.08	-	40	90	31	120	95	134	104	101	100	67	41	57	19	224	5	-	-	-
RETAIL TRADE -----	5,078	3.47	3.25	2.70- 4.05	-	127	394	461	643	341	516	717	475	473	254	241	259	67	31	29	43	7	-
FINANCE -----	12,226	3.88	3.88	3.15- 4.61	-	452	278	323	668	421	1126	1405	2032	1546	1567	1497	533	306	38	31	3	-	-
SERVICES -----	131,679	2.43	2.25	2.13- 2.50	-	46867	37272	17251	10405	8464	4117	2349	763	2941	405	416	430	-	-	-	-	-	-
GUARDS: MANUFACTURING -----	26,907	5.04	5.19	4.23- 5.99	-	19	77	365	204	570	620	1394	2164	2402	2855	2818	2755	3964	4125	2526	30	18	1
WATCHMEN: MANUFACTURING -----	8,645	3.54	3.45	2.75- 4.20	-	366	525	761	609	738	697	1045	1303	673	799	644	206	178	87	13	-	-	-
JANITORS, PORTERS, AND CLEANERS ---	392,822	3.38	3.19	2.35- 4.30	67	63158	39222	33457	24123	17216	19269	39625	34033	31493	38502	25707	10052	10855	5340	549	153	-	1
MANUFACTURING -----	104,902	4.20	4.15	3.42- 5.00	-	1024	2357	3911	4955	3734	4625	10809	14422	14850	11936	10640	6944	9651	4851	105	91	-	-
NONMANUFACTURING -----	287,920	3.09	2.75	2.20- 3.80	67	62134	36865	29546	19169	13483	14643	28817	19611	16643	26567	15067	3108	1204	489	444	63	-	1
PUBLIC UTILITIES -----	15,714	4.49	4.58	3.96- 5.02	-	76	121	244	165	244	451	1020	1717	2181	4054	2417	1933	551	332	166	43	-	-
WHOLESALE TRADE -----	7,050	3.72	3.51	2.88- 4.49	-	320	449	510	408	292	609	1067	900	669	456	312	492	453	83	31	-	-	-
RETAIL TRADE -----	31,369	3.01	2.80	2.38- 3.50	50	4070	3805	4119	3625	2168	2665	3839	3297	1729	849	539	294	147	71	85	17	-	-
FINANCE -----	44,676	3.37	3.25	2.51- 4.16	-	3010	4358	5787	2772	2608	3027	5060	5471	5316	3588	3399	139	17	1	121	2	-	1
SERVICES -----	189,111	2.89	2.50	2.10- 3.39	16	54658	28133	18886	12198	8172	7892	17830	8226	6749	17620	8401	250	36	2	41	1	-	-
LABORERS, MATERIAL HANDLING -----	197,675	4.51	4.42	3.41- 5.56	-	2097	5804	9302	7667	6133	8966	17744	19374	20850	18800	17489	15037	13113	11411	14900	7170	1567	252
MANUFACTURING -----	110,896	4.30	4.23	3.48- 5.08	-	419	1909	4606	4094	3673	5291	12914	13619	14768	12635	12726	7694	8458	5357	1621	690	365	57
NONMANUFACTURING -----	86,779	4.79	4.83	3.30- 6.36	-	1678	3895	4696	3572	2460	3676	4830	5755	6082	6165	4763	7344	4655	6054	13279	6481	1202	195
PUBLIC UTILITIES -----	31,071	6.03	6.55	5.41- 6.75	-	-	210	246	261	266	400	359	881	947	1642	1205	2811	597	2752	11554	5628	1190	125
WHOLESALE TRADE -----	27,355	4.25	4.21	3.09- 5.45	-	539	1636	2193	1070	818	1433	1904	2746	3036	1971	1790	2385	2676	1834	645	599	10	70
RETAIL TRADE -----	26,527	3.96	3.75	2.70- 5.03	-	1135	2013	2178	1998	1223	1661	2367	1927	1888	2442	1669	1841	1379	1468	1080	254	2	-
SERVICES -----	1,779	3.81	3.72	2.94- 4.54	-	4	36	78	230	153	172	196	192	209	109	89	307	3	-	-	-	-	-
ORDER FILLERS -----	109,844	4.46	4.35	3.30- 5.56	-	1548	3175	3581	4560	3463	6861	12651	9879	10275	8659	7627	10562	9384	7497	7503	2180	103	336
MANUFACTURING -----	26,917	4.25	4.25	3.29- 5.07	-	177	585	883	1239	1336	1641	3390	2359	3070	3376	2684	2592	1816	920	546	219	17	66
NONMANUFACTURING -----	82,927	4.52	4.40	3.30- 5.79	-	1371	2589	2698	3321	2127	5220	9261	7520	7205	5283	4943	7970	7568	6577	6957	1961	86	270
PUBLIC UTILITIES -----	2,460	4.82	4.86	4.25- 5.58	-	-	10	12	81	16	253	27	111	432	280	169	461	124	464	21	-	-	-
WHOLESALE TRADE -----	56,428	4.43	4.30	3.30- 5.63	-	978	1938	2216	2421	1653	3136	6834	5019	5185	3821	2855	5646	6002	3810	4150	578	44	141
RETAIL TRADE -----	23,541	4.76	4.85	3.40- 6.22	-	312	590	412	710	392	1818	2332	2386	1566	1181	1898	1860	1440	2303	2786	1383	42	129
SERVICES -----	432	2.79	2.70	2.27- 2.97	-	80	52	58	83	52	9	67	-	18	-	11	1	-	-	-	-	-	-
PACKERS, SHIPPING -----	69,802	3.98	3.84	3.00- 4.75	-	1914	3131	3088	3513	4378	5100	7957	9358	8929	5280	3789	4013	5119	2644	1031	314	169	76
MANUFACTURING -----	48,145	4.06	3.90	3.11- 4.83	-	572	1919	1994	2278	2896	3515	5509	6149	6853	3783	3064	3150	3564	1703	759	314	49	75
NONMANUFACTURING -----	21,657	3.81	3.65	2.92- 4.55	-	1342	1212	1094	1235	1482	1585	2448	3210	2076	1497	725	863	1555	941	272	-	120	1
WHOLESALE TRADE -----	12,775	4.14	3.95	3.19- 5.34	-	351	437	646	661	410	698	1814	1623	1415	1040	400	704	1447	738	272	-	120	-
RETAIL TRADE -----	5,975	3.43	3.17	2.50- 4.00	-	935	399	323	433	294	621	421	881	550	344	319	152	98	203	-	-	-	-
SERVICES -----	2,249	3.05	2.95	2.65- 3.60	-	56	376	122	110	778	65	165	502	38	31	6	-	-	-	-	-	-	-
RECEIVING CLERKS -----	27,011	4.55	4.46	3.70- 5.43	-	136	312	537	418	628	1058	2902	3050	3820	3247	2628	2702	1833	1944	1293	456	16	31
MANUFACTURING -----	11,710	4.61	4.52	3.88- 5.31	-	12	49	85	87	163	369	1105	1449	1839	1900	1308	1187	586	1054	429	70	14	5
NONMANUFACTURING -----	15,301	4.50	4.38	3.50- 5.49	-	124	263	452	331	465	688	1797	1601	1981	1347	1321	1516	1248	889	864	386	2	26
PUBLIC UTILITIES -----	400	5.27	5.19	5.05- 5.77	-	-	-	-	1	11	3	6	2	27	19	137	64	66	22	10	28	2	-
WHOLESALE TRADE -----	6,175	4.69	4.54	3.75- 5.64	-	36	10	120	52	108	234	649	753	856	677	508	527	553	372	515	179	-	26
RETAIL TRADE -----	8,182	4.36	4.25	3.33- 5.38	-	88	249	311	250	282	417	1052	725	1028	634	643	919	606	490	310	179	-	-
SERVICES -----	480	3.79	3.63	3.00- 4.25	-	-	5	21	27	63	31	83	104	61	13	17	3	17	5	29	-	-	-

See footnotes at end of table A-30.

Table A-21. Hourly earnings of custodial and material movement workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																					
		Mean ²	Median ²	Middle range ²	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60			
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over			
ALL WORKERS-- CONTINUED																										
SHIPPING CLERKS -----	15,332	4.73	4.61	3.88- 5.58	-	6	60	74	207	325	454	1217	1798	2180	2354	1504	1443	1082	1286	1036	193	65	49			
MANUFACTURING -----	5,024	4.61	4.54	3.86- 5.29	-	-	6	29	65	212	259	818	1112	1427	1661	1059	816	508	610	265	90	64	23			
NONMANUFACTURING -----	6,309	4.90	4.87	3.95- 5.99	-	6	54	46	142	114	195	399	686	753	693	444	627	574	675	771	103	1	26			
WHOLESALE TRADE -----	4,275	4.97	5.00	3.55- 6.12	-	-	24	27	48	61	165	257	515	434	497	298	341	395	546	599	44	1	26			
RETAIL TRADE -----	1,788	4.72	4.68	3.87- 5.65	-	6	30	19	94	50	23	131	141	274	181	126	249	147	96	161	59	-	-			
SHIPPING AND RECEIVING CLERKS -----	18,024	4.65	4.60	3.86- 5.49	-	33	123	208	302	254	616	1536	2156	2486	2757	2008	1503	1667	1412	384	521	49	10			
MANUFACTURING -----	10,109	4.55	4.49	3.89- 5.12	-	12	5	75	40	71	316	987	1435	1664	1912	1228	823	788	521	118	80	30	4			
NONMANUFACTURING -----	7,916	4.79	4.80	3.80- 5.79	-	21	118	133	262	182	300	549	722	822	846	780	679	880	891	265	441	18	6			
PUBLIC UTILITIES -----	685	5.62	5.70	5.25- 6.19	-	-	-	1	-	-	1	11	15	60	50	26	157	122	125	56	51	11	-			
WHOLESALE TRADE -----	3,879	4.89	4.84	4.03- 5.79	-	18	-	44	71	59	105	187	360	490	551	462	283	503	382	156	202	-	6			
RETAIL TRADE -----	2,710	4.54	4.50	3.25- 5.85	-	3	116	73	174	94	177	237	284	160	140	228	184	247	379	52	161	-	-			
SERVICES -----	530	4.28	4.19	3.51- 4.75	-	-	-	9	15	27	10	104	55	91	94	42	33	8	4	2	27	7	-			
TRUCKDRIVERS -----	296,366	5.67	6.20	4.50- 6.87	-	1758	2805	3550	4744	4439	8193	14025	12847	16749	16140	15931	17947	19755	20746	49686	65854	16124	5073			
MANUFACTURING -----	72,157	5.24	5.24	4.11- 6.38	-	97	198	839	962	1973	2618	4737	4691	7534	5815	5734	5308	6390	7613	5950	6491	1984	3223			
NONMANUFACTURING -----	224,209	5.81	6.57	4.81- 6.92	-	1661	2608	2711	3782	2466	5575	9288	8156	9215	10325	10197	12639	13365	13133	43736	59364	14140	1849			
PUBLIC UTILITIES -----	113,310	6.55	6.80	6.63- 7.11	-	24	62	100	185	156	793	1017	1578	2928	2027	2462	3225	4316	4586	31557	47307	10374	616			
WHOLESALE TRADE -----	68,876	5.18	5.27	3.95- 6.53	-	661	1002	1128	2237	1195	2889	4307	3591	3827	5403	5036	6790	5191	6327	7786	7776	2723	609			
RETAIL TRADE -----	33,805	4.94	5.05	3.40- 6.55	-	823	1169	1258	1172	969	1584	3180	1760	1801	1755	1991	1868	2781	2095	3738	4201	1042	618			
FINANCE -----	733	4.23	4.00	3.63- 5.00	-	-	5	12	33	16	29	74	186	99	59	58	84	30	20	16	3	2	6			
SERVICES -----	7,486	4.51	4.60	3.50- 5.58	-	153	370	213	156	131	281	710	642	562	1081	651	672	1047	104	638	76	-	-			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	28,322	4.22	3.75	3.00- 5.55	-	1193	1887	1654	1066	1010	2384	3339	3014	1929	1625	1133	1238	1981	893	777	2088	1002	107			
MANUFACTURING -----	6,137	4.61	4.44	3.47- 5.66	-	79	73	110	109	307	405	733	653	511	670	408	414	304	449	204	608	101	-			
NONMANUFACTURING -----	22,185	4.11	3.62	2.80- 5.40	-	1114	1815	1545	957	704	1979	2606	2361	1417	955	725	824	1677	444	573	1480	901	107			
PUBLIC UTILITIES -----	3,415	6.21	6.71	5.62- 7.12	-	24	17	14	-	13	6	43	38	71	107	221	257	681	18	446	1267	113	78			
WHOLESALE TRADE -----	10,515	3.85	3.49	3.00- 4.25	-	384	665	556	518	451	1369	1719	1673	847	446	172	262	131	321	55	140	786	21			
RETAIL TRADE -----	5,179	3.22	2.60	2.35- 3.75	-	602	831	815	324	190	414	529	443	201	200	226	97	120	86	35	66	-	2			
FINANCE -----	431	4.31	4.16	3.29- 5.16	-	-	5	12	33	16	19	63	35	59	50	36	30	29	19	13	3	2	6			
SERVICES -----	2,645	4.14	4.08	2.98- 5.60	-	105	297	148	81	34	171	252	172	240	152	70	178	715	-	24	5	-	-			
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	89,977	5.40	5.72	4.18- 6.75	-	378	714	1285	2449	1916	3690	5782	3982	5389	5444	6133	6151	6032	7274	13978	15359	3726	296			
MANUFACTURING -----	20,875	4.95	4.87	3.78- 6.12	-	15	70	451	507	691	1171	1543	1520	2192	1873	1730	1572	1006	3109	979	1766	500	182			
NONMANUFACTURING -----	69,102	5.54	5.91	4.36- 6.78	-	362	644	834	1942	1226	2520	4239	2462	3197	3571	4403	4579	5025	4165	12999	13593	3226	114			
PUBLIC UTILITIES -----	32,069	6.48	6.74	6.37- 7.11	-	-	10	29	-	82	446	415	52	566	966	924	1402	2202	954	10189	10866	2930	37			
WHOLESALE TRADE -----	22,679	4.97	5.11	3.71- 6.25	-	277	314	413	1118	541	1038	1698	1199	1648	1204	2072	2393	1544	2454	2240	2300	150	77			
RETAIL TRADE -----	10,682	4.33	4.00	3.13- 5.60	-	66	262	330	752	534	922	1661	737	732	569	924	518	952	658	521	398	146	-			
SERVICES -----	3,408	4.43	4.60	3.62- 5.10	-	19	58	63	72	69	104	454	323	223	824	481	217	327	98	46	29	-	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	112,246	6.17	6.70	5.56- 7.02	-	29	73	288	724	1057	1124	2436	3217	5163	4730	5115	4583	6267	7916	24103	36469	8230	1724			
MANUFACTURING -----	20,745	5.39	5.55	4.29- 6.61	-	-	28	137	156	733	393	996	1408	1879	1340	2198	1597	1819	1831	2536	2575	714	405			
NONMANUFACTURING -----	92,502	6.34	6.72	6.08- 7.08	-	29	45	151	568	324	732	1439	1808	3284	3389	2917	2986	4448	6086	21567	33894	7516	1319			
PUBLIC UTILITIES -----	55,399	6.62	6.83	6.70- 7.11	-	-	-	-	48	45	269	496	1192	1718	453	694	331	928	2813	15082	25802	5243	286			
WHOLESALE TRADE -----	23,385	5.82	6.14	5.00- 6.86	-	-	23	143	482	108	389	494	448	901	2338	1590	1912	2244	2306	3672	4536	1383	418			
RETAIL TRADE -----	12,818	6.14	6.55	5.50- 6.94	-	-	8	8	39	171	74	449	73	615	546	616	702	1276	567	2246	3523	891	614			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	37,164	5.58	5.60	4.48- 6.77	-	14	37	162	340	356	807	2031	1988	3179	3192	2006	4347	3689	1867	5268	4464	1275	2144			
MANUFACTURING -----	17,459	5.45	5.47	4.20- 6.64	-	3	-	113	138	227	616	1342	979	2190	1454	845	1245	2546	910	1168	1192	439	2049			
NONMANUFACTURING -----	19,705	5.70	5.73	4.75- 6.77	-	11	37	49	202	128	188	690	1008	989	1737	1161	3102	1143	957	4099	3272	836	95			
PUBLIC UTILITIES -----	8,600	6.26	6.71	5.46- 7.03	-	-	4	16	64	16	72	62	287	357	173	239	953	133	358	2588	2526	752	-			
WHOLESALE TRADE -----	7,741	5.48	5.32	4.66- 6.35	-	-	-	-	95	51	39	99	355	335	1179	751	1656	808	461	1167	573	80	93			
RETAIL TRADE -----	3,208	4.83	4.68	3.70- 5.82	-	11	33	33	43	34	75	526	335	236	373	159	488	202	138	345	173	5	2			

See footnotes at end of table A-30.

Table A-21. Hourly earnings of custodial and material movement workers in the United States, July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ^b			Number of workers receiving straight-time hourly earnings of--																			
		Mean ²	Median ²	Middle range ²	\$ 1.80 and under	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60 and over	
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over	
ALL WORKERS-- CONTINUED																								
TRUCKERS, POWER (FORKLIFT) -----	142,488	\$ 4.96	\$ 4.99	\$ 4.09- 5.94	-	90	502	1433	2152	2457	3765	8320	12592	16982	16648	14503	13485	17053	19521	8133	3765	892	197	
MANUFACTURING -----	112,097	4.90	4.88	4.10- 5.84	-	18	359	658	1656	2105	2686	5938	10767	14753	14321	12770	10663	12762	16667	3947	1344	525	161	
NONMANUFACTURING -----	30,391	5.16	5.46	4.00- 6.34	-	73	142	775	496	352	1079	2382	1825	2229	2328	1732	2823	4291	2854	4187	2421	367	36	
PUBLIC UTILITIES -----	6,065	5.46	5.92	3.97- 6.72	-	-	-	359	70	19	188	706	217	284	244	168	151	704	176	1533	861	367	20	
WHOLESALE TRADE -----	14,867	5.04	5.38	4.14- 5.99	-	55	129	370	224	226	427	1115	842	1047	1541	955	1862	2408	1594	1429	636	-	7	
RETAIL TRADE -----	8,728	5.29	5.65	4.25- 6.39	-	17	13	46	186	24	441	286	590	805	502	609	807	1172	1085	1212	924	-	9	
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	14,359	5.18	5.23	4.36- 6.01	-	-	27	129	171	120	245	522	573	1879	1430	1912	1717	2027	2208	847	275	96	180	
MANUFACTURING -----	11,509	5.11	5.10	4.36- 5.98	-	-	27	125	171	120	127	498	512	1623	1270	1384	1498	1604	1631	555	139	44	180	
NONMANUFACTURING -----	2,850	5.44	5.74	4.86- 6.25	-	-	-	4	-	-	118	24	61	256	161	528	219	423	577	292	136	52	-	
PUBLIC UTILITIES -----	312	5.58	5.06	4.67- 6.84	-	-	-	-	-	-	-	-	3	8	114	43	18	25	-	16	39	46	-	
WHOLESALE TRADE -----	1,246	5.31	5.23	4.90- 6.06	-	-	-	-	-	-	2	24	32	148	24	377	140	140	275	-	84	-	-	
RETAIL TRADE -----	1,288	5.54	5.83	4.86- 6.37	-	-	-	-	-	-	116	-	26	100	23	107	61	258	302	276	13	6	-	
WAREHOUSEMEN -----	79,505	4.85	4.80	3.90- 5.79	-	206	809	1044	1659	1385	2614	6513	6787	9716	8860	6428	7588	10570	6290	4632	3806	487	114	
MANUFACTURING -----	25,528	4.53	4.44	3.73- 5.34	-	3	87	254	469	480	889	3381	2813	3917	3578	2384	2371	3252	564	494	429	68	95	
NONMANUFACTURING -----	53,978	5.00	5.10	4.08- 6.00	-	202	722	791	1191	905	1725	3131	3974	5799	5282	4044	5218	7319	5725	4138	3377	419	19	
PUBLIC UTILITIES -----	9,129	5.63	5.70	4.65- 6.61	-	-	-	-	248	-	178	79	323	920	972	366	1113	739	671	1740	1416	346	18	
WHOLESALE TRADE -----	30,968	5.00	5.14	4.20- 5.89	-	83	296	357	539	478	880	1677	2047	3569	3286	2539	3092	5574	3455	1687	1343	66	-	
RETAIL TRADE -----	13,198	4.61	4.50	3.50- 5.87	-	119	407	410	369	412	595	1263	1500	1271	967	1105	937	995	1586	637	618	7	1	
SERVICES -----	529	4.26	3.75	3.20- 5.41	-	-	18	22	19	3	64	66	96	24	31	29	67	7	10	74	-	-	-	

See footnotes at end of table A-30.

Table A-22. Hourly earnings of custodial and material movement workers in the Northeast,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																			
		Mean ²	Median ²	Middle range ²	\$ 1.80 and under	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60 and over	
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over	
ALL WORKERS																								
GUARDS AND WATCHMEN -----	56,635	\$ 3.11	\$ 2.70	\$ 2.25- 3.94	-	8242	12701	6395	3161	3533	3164	3074	2807	4787	3183	2643	1518	603	511	292	19	4	-	-
MANUFACTURING -----	9,510	4.30	4.37	3.59- 4.91	-	59	158	268	190	472	434	822	1294	1170	1842	1075	649	374	424	260	16	4	-	-
NONMANUFACTURING -----	47,125	2.86	2.50	2.20- 3.14	-	8183	12542	6128	2971	3062	2730	2252	1513	3617	1341	1568	869	229	87	32	3	-	-	-
PUBLIC UTILITIES -----	490	4.80	5.09	4.19- 5.68	-	-	-	2	-	-	27	43	38	39	48	97	66	112	17	1	-	-	-	-
RETAIL TRADE -----	1,908	3.44	3.25	2.75- 3.86	-	23	68	128	282	174	250	318	218	148	107	20	173	-	-	-	-	-	-	-
FINANCE -----	5,398	4.30	4.34	3.79- 4.83	-	6	3	23	91	108	166	607	940	845	902	1210	319	111	32	31	3	-	-	-
SERVICES -----	39,000	2.61	2.35	2.20- 2.80	-	8154	12396	5974	2597	2751	2193	1278	312	2579	256	234	276	-	-	-	-	-	-	-
GUARDS: -----																								
MANUFACTURING -----	6,681	4.63	4.60	3.99- 5.15	-	2	25	66	34	119	164	460	823	858	1549	992	574	340	398	258	16	4	-	-
WATCHMEN: -----																								
MANUFACTURING -----	2,829	3.53	3.45	2.85- 4.08	-	57	133	202	156	353	269	362	471	312	293	83	75	34	26	2	-	-	-	-
JANITORS, PORTERS, AND CLEANERS -----	117,547	3.75	3.86	2.87- 4.45	16	3548	7144	7846	9226	5735	6855	10177	10743	14886	25104	11158	2950	1428	548	142	42	-	-	1
MANUFACTURING -----	26,488	4.00	3.99	3.35- 4.62	-	135	501	898	1091	1120	1605	3492	4459	4450	3739	1963	1538	1114	357	6	21	-	-	-
NONMANUFACTURING -----	91,059	3.68	3.78	2.73- 4.43	16	3413	6643	6948	8135	4616	5250	6686	6284	10436	21365	9195	1412	314	191	136	21	-	-	1
PUBLIC UTILITIES -----	5,554	4.70	4.69	4.40- 5.01	-	2	3	9	14	27	56	167	247	802	2096	1115	692	136	183	1	4	-	-	-
WHOLESALE TRADE -----	1,596	3.93	3.68	3.25- 4.55	-	12	13	86	52	72	142	345	217	206	100	3	276	73	-	-	-	-	-	-
RETAIL TRADE -----	7,499	3.12	2.95	2.50- 3.55	-	454	638	991	1098	602	837	1066	759	574	112	95	186	52	8	14	15	-	-	-
FINANCE -----	17,967	4.00	4.13	3.47- 4.66	-	59	99	174	199	1275	1399	2603	2924	3964	2500	2510	122	17	-	121	2	-	-	1
SERVICES -----	58,444	3.54	3.62	2.60- 4.43	16	2887	5891	5689	6772	2639	2816	2506	2137	4890	16557	5472	135	36	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	46,273	4.46	4.33	3.40- 5.49	-	245	1009	1895	1731	1446	2904	4507	5983	4175	4330	3576	3957	3476	2088	3038	1797	109	9	9
MANUFACTURING -----	27,288	4.13	3.98	3.34- 4.82	-	8	398	1190	909	1116	2117	3694	4908	2749	3256	1834	1416	2456	619	448	57	107	9	9
NONMANUFACTURING -----	18,985	4.94	5.13	3.72- 6.35	-	237	612	705	821	330	787	813	1076	1427	1074	1742	2541	1020	1469	2590	1740	2	-	-
PUBLIC UTILITIES -----	6,614	6.13	6.42	5.46- 6.62	-	-	-	-	-	-	162	54	22	75	91	547	724	231	1149	2325	1234	-	-	-
WHOLESALE TRADE -----	5,684	4.76	4.80	3.90- 5.45	-	19	62	142	134	39	149	337	615	841	435	684	1070	547	-	136	474	-	-	-
RETAIL TRADE -----	6,228	3.95	3.85	2.65- 5.15	-	218	544	517	517	250	454	413	422	454	469	501	746	242	320	129	32	2	-	-
ORDER FILLERS -----	24,209	4.53	4.55	3.46- 5.55	-	378	649	524	823	722	1205	2815	2025	2505	1371	2578	3493	2199	678	1171	918	12	144	144
MANUFACTURING -----	7,762	4.16	4.07	3.25- 4.96	-	38	266	225	409	338	372	1456	734	755	587	755	826	623	292	9	74	-	3	3
NONMANUFACTURING -----	16,447	4.71	4.90	3.65- 5.60	-	340	384	299	414	384	833	1359	1290	1750	784	1623	2667	1576	385	1162	844	12	141	141
WHOLESALE TRADE -----	11,117	4.57	4.55	3.60- 5.55	-	307	290	228	196	302	434	1042	1167	1410	517	1230	1714	953	303	355	517	12	141	141
RETAIL TRADE -----	4,194	5.24	5.44	4.39- 6.47	-	32	84	34	146	48	157	240	105	214	59	497	757	607	82	807	327	-	-	-
PACKERS, SHIPPING -----	20,253	3.68	3.65	2.80- 4.37	-	915	1712	1277	1149	839	1633	2330	2746	3243	1575	819	924	417	438	72	147	5	15	15
MANUFACTURING -----	15,253	3.81	3.79	3.00- 4.37	-	248	1127	819	825	693	1049	1880	2063	2858	1236	711	781	382	385	32	147	5	14	14
NONMANUFACTURING -----	5,000	3.27	3.00	2.38- 3.86	-	667	585	458	324	146	585	450	682	384	339	108	143	35	53	40	-	-	-	-
WHOLESALE TRADE -----	2,277	3.57	3.50	2.78- 4.03	-	84	90	325	169	81	220	271	441	182	135	74	105	12	50	40	-	-	-	-
RETAIL TRADE -----	1,791	2.98	2.75	2.10- 3.67	-	583	159	99	127	60	160	112	143	148	118	34	31	13	3	-	-	-	-	1
RECEIVING CLERKS -----	7,114	4.41	4.25	3.58- 5.19	-	19	15	90	112	229	321	1001	862	1313	857	521	740	313	380	145	165	-	30	30
MANUFACTURING -----	3,169	4.38	4.29	3.66- 4.93	-	-	-	25	31	66	142	445	453	576	516	287	246	133	179	51	14	-	4	4
NONMANUFACTURING -----	3,945	4.44	4.21	3.50- 5.35	-	19	15	64	82	163	179	556	409	737	341	234	494	180	201	94	151	-	26	26
WHOLESALE TRADE -----	1,310	4.74	4.50	3.75- 5.61	-	-	-	-	4	4	52	203	137	217	161	93	75	83	115	63	77	-	26	26
RETAIL TRADE -----	2,359	4.27	4.13	3.40- 5.31	-	19	15	59	77	102	123	331	247	485	174	95	391	83	77	29	51	-	-	-
SHIPPING CLERKS -----	5,159	4.56	4.40	3.80- 5.29	-	-	8	26	51	102	199	481	737	945	783	444	584	154	260	294	38	26	26	26
MANUFACTURING -----	3,220	4.40	4.25	3.77- 4.91	-	-	-	11	43	81	134	348	547	623	552	291	223	83	135	96	27	26	-	-
NONMANUFACTURING -----	1,939	4.83	4.75	4.08- 5.55	-	-	8	15	8	21	65	133	190	322	231	153	361	71	125	198	11	-	26	26
WHOLESALE TRADE -----	1,086	5.03	4.80	4.13- 6.12	-	-	-	-	-	-	57	27	134	134	168	108	141	11	115	154	11	-	26	26
RETAIL TRADE -----	726	4.53	4.37	3.80- 5.34	-	-	8	15	8	18	7	94	39	186	52	32	182	47	3	35	-	-	-	-

See footnotes at end of table A-30.

Table A-22. Hourly earnings of custodial and material movement workers in the Northeast,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																					
		Mean ²	Median ²	Middle range ²	\$ 1.80 and under	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60 and over			
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over			
ALL WORKERS-- CONTINUED																										
SHIPPING AND RECEIVING CLERKS -----	4,933	\$ 4.37	\$ 4.30	\$ 3.65- 4.84	-	-	86	87	78	103	264	500	606	912	956	458	282	227	95	67	194	11	6	-		
MANUFACTURING -----	3,151	4.25	4.25	3.75- 4.72	-	-	-	30	1	48	168	382	478	730	706	331	130	46	64	15	20	-	-	-		
NONMANUFACTURING -----	1,782	4.59	4.56	3.50- 5.60	-	-	86	57	77	55	96	119	127	182	250	127	152	181	31	52	174	11	6	-		
WHOLESALE TRADE -----	716	5.23	5.00	4.60- 5.87	-	-	-	-	6	-	-	4	46	73	169	97	111	86	9	12	98	-	6	-		
RETAIL TRADE -----	699	3.68	3.18	2.65- 4.05	-	-	86	56	64	54	90	79	61	51	14	11	9	84	-	1	39	-	-	-		
TRUCKDRIVERS -----	71,404	5.84	6.38	4.85- 6.87	-	72	99	359	368	694	1072	2638	3661	3994	4378	4414	5977	4569	3418	16667	15087	2361	1576	-		
MANUFACTURING -----	17,057	5.37	5.32	4.23- 6.48	-	-	28	45	88	158	378	1039	1324	2665	1363	1005	1630	1440	1076	1999	1195	371	1254	-		
NONMANUFACTURING -----	54,347	5.99	6.62	5.18- 6.98	-	72	71	314	280	536	694	1599	2337	1329	3015	3410	4347	3129	2342	14668	13892	1990	322	-		
PUBLIC UTILITIES -----	27,069	6.64	6.72	6.62- 7.10	-	-	-	-	-	-	-	13	733	64	303	564	701	1062	551	11555	10813	552	157	-		
WHOLESALE TRADE -----	19,217	5.66	5.72	4.78- 6.66	-	68	27	191	57	113	286	591	829	590	2084	1772	2745	1618	1566	2480	2614	1423	163	-		
RETAIL TRADE -----	6,306	4.68	4.85	3.35- 5.60	-	4	35	114	218	385	336	660	583	468	285	907	684	372	209	619	414	13	2	-		
SERVICES -----	1,479	4.31	4.37	3.38- 4.99	-	-	9	9	2	34	59	310	161	183	322	129	151	62	-	-	48	-	-	-		
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	5,934	4.92	4.70	3.45- 6.91	-	72	90	297	124	153	362	676	542	388	290	360	415	365	61	249	514	966	9	-		
MANUFACTURING -----	1,717	4.71	4.25	3.53- 6.67	-	-	28	11	39	93	86	269	235	174	154	44	79	24	41	41	298	101	-	-		
NONMANUFACTURING -----	4,217	5.01	4.88	3.40- 7.08	-	72	62	286	85	60	277	407	307	214	136	316	336	341	20	208	216	865	9	-		
WHOLESALE TRADE -----	1,883	5.09	4.40	3.10- 7.37	-	68	27	191	45	36	164	270	75	44	41	30	9	31	-	3	100	750	-	-		
RETAIL TRADE -----	688	3.58	3.60	2.80- 4.25	-	4	35	94	35	13	91	31	190	56	27	106	2	1	-	-	-	-	2	-		
TRUCKDRIVERS, MEDIUM (1-1/2 TC AND INCLUDING 4 TONS) -----	18,937	5.48	5.67	4.40- 6.60	-	-	9	53	220	415	654	1004	929	1395	1319	1398	1834	1333	1665	3436	2892	182	201	-		
MANUFACTURING -----	4,533	4.89	4.49	3.90- 5.77	-	-	-	25	25	63	247	364	540	780	600	231	392	332	388	121	291	4	131	-		
NONMANUFACTURING -----	14,404	5.66	6.00	4.85- 6.71	-	-	9	28	195	352	407	640	389	615	719	1167	1442	1001	1278	3315	2601	178	70	-		
PUBLIC UTILITIES -----	5,483	6.60	6.62	6.57- 6.87	-	-	-	-	-	-	-	-	5	1	32	96	159	378	324	2738	1707	43	-	-		
WHOLESALE TRADE -----	5,659	5.73	5.81	5.27- 6.56	-	-	-	-	12	72	116	136	43	223	281	457	1172	561	949	575	864	129	70	-		
RETAIL TRADE -----	2,264	3.87	3.75	3.00- 4.84	-	-	-	19	183	280	243	267	196	329	150	524	21	35	4	1	7	6	-	-		
SERVICES -----	923	4.16	4.30	3.37- 4.63	-	-	9	9	-	-	41	237	137	61	249	89	42	26	-	-	23	-	-	-		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	26,238	6.24	6.71	5.61- 7.08	-	-	-	-	-	92	11	420	1305	913	1346	1106	1342	1278	882	9025	7478	959	82	-		
MANUFACTURING -----	4,994	5.56	5.55	4.54- 6.72	-	-	-	-	-	-	11	153	312	729	195	478	887	337	447	931	295	138	82	-		
NONMANUFACTURING -----	21,244	6.40	6.72	6.49- 7.08	-	-	-	-	-	92	-	267	993	184	1152	628	455	941	435	8094	7183	821	-	-		
PUBLIC UTILITIES -----	13,208	6.71	6.72	6.71- 7.08	-	-	-	-	-	-	-	-	727	-	-	11	37	84	54	6365	5587	344	-	-		
WHOLESALE TRADE -----	6,490	5.97	6.52	5.00- 7.02	-	-	-	-	-	-	-	36	261	183	1097	515	270	649	214	1489	1306	470	-	-		
RETAIL TRADE -----	1,470	5.56	5.94	5.01- 6.74	-	-	-	-	-	92	-	230	-	1	10	97	148	208	167	240	270	7	-	-		
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	11,547	5.72	5.63	4.70- 6.71	-	-	-	-	18	28	45	378	563	1008	1015	856	1810	1058	441	2226	1371	182	547	-		
MANUFACTURING -----	3,678	5.45	5.25	4.28- 6.54	-	-	-	-	18	-	34	240	172	802	350	201	130	669	111	107	281	108	454	-		
NONMANUFACTURING -----	7,869	5.84	5.73	5.14- 6.71	-	-	-	-	-	28	11	138	391	206	665	656	1680	389	330	2119	1090	74	93	-		
PUBLIC UTILITIES -----	2,822	6.64	6.71	6.62- 6.90	-	-	-	-	-	-	-	-	-	2	22	43	144	65	10	1797	739	-	-	-		
WHOLESALE TRADE -----	3,880	5.51	5.26	4.75- 6.10	-	-	-	-	-	1	6	4	313	87	605	482	1069	297	282	313	255	74	93	-		
TRUCKERS, POWER (FORKLIFT) -----	27,116	4.87	4.71	4.12- 5.70	-	-	-	-	107	359	635	1282	2664	4853	4120	2770	2972	3342	1989	1150	869	2	3	-		
MANUFACTURING -----	21,225	4.69	4.51	4.05- 5.50	-	-	-	-	106	284	456	1235	2519	4555	3505	2106	1800	2598	1753	293	11	2	3	-		
NONMANUFACTURING -----	5,891	5.52	5.50	4.90- 6.48	-	-	-	-	1	75	180	47	145	297	615	664	1172	744	236	857	858	-	-	-		
PUBLIC UTILITIES -----	1,199	6.42	6.62	6.48- 7.08	-	-	-	-	-	-	-	-	-	-	127	44	21	27	-	604	376	-	-	-		
WHOLESALE TRADE -----	2,854	5.30	5.42	4.87- 5.52	-	-	-	-	1	5	6	36	98	68	419	559	978	337	66	26	255	-	-	-		
RETAIL TRADE -----	1,668	5.46	5.82	4.73- 6.44	-	-	-	-	-	-	166	4	31	194	39	60	172	379	170	226	227	-	-	-		

See footnotes at end of table A-30.

Table A-22. Hourly earnings of custodial and material movement workers in the Northeast,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over
ALL WORKERS-- CONTINUED																							
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	3,827	\$ 5.05	\$ 4.90	\$ 4.36- 5.98	-	-	-	4	-	10	2	74	88	1181	435	622	198	288	766	52	58	-	48
MANUFACTURING -----	3,210	5.07	4.71	4.36- 6.02	-	-	-	-	-	10	2	68	88	1066	430	217	195	288	744	52	1	-	48
WAREHOUSEMEN -----	19,115	4.56	4.55	3.75- 5.32	-	1	202	333	630	519	595	1817	2491	2255	2772	1796	1615	1802	915	728	523	108	13
MANUFACTURING -----	5,405	4.40	4.27	3.68- 4.96	-	-	18	90	210	216	115	611	891	684	1083	441	223	224	67	306	199	14	13
NONMANUFACTURING -----	13,710	4.62	4.65	3.75- 5.40	-	1	184	244	420	303	480	1206	1600	1572	1689	1355	1392	1578	848	422	324	94	-
PUBLIC UTILITIES -----	1,682	4.98	4.65	4.15- 5.50	-	-	-	-	-	-	14	55	10	502	532	58	94	44	60	188	37	88	-
WHOLESALE TRADE -----	9,187	4.71	4.82	3.78- 5.65	-	-	172	187	356	213	302	733	879	690	974	553	1182	1289	736	229	287	6	-
RETAIL TRADE -----	2,621	4.16	3.91	3.50- 4.85	-	1	12	39	46	81	139	374	668	367	172	332	102	234	49	5	-	-	-

See footnotes at end of table A-30.

Table A-23. Hourly earnings of custodial and material movement workers in the South,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																					
		Mean ²	Median ²	Middle range ²	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60			
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over			
ALL WORKERS																										
GUARDS AND WATCHMEN -----	48,976	\$ 2.60	\$ 2.25	\$ 2.13- 2.60	-	19973	11715	5020	2402	1154	1646	1658	1523	891	571	661	646	535	434	120	14	14	-			
MANUFACTURING -----	7,311	3.84	3.55	2.75- 4.90	-	169	411	774	506	645	526	677	795	464	370	508	478	456	389	117	14	14	-			
NONMANUFACTURING -----	41,665	2.38	2.20	2.11- 2.40	-	19804	11304	4247	1896	510	1120	981	728	428	201	153	167	79	44	3	-	-	-			
PUBLIC UTILITIES -----	512	4.09	4.03	3.53- 5.18	-	5	52	33	12	3	9	27	90	97	26	55	71	2	29	-	-	-	-			
WHOLESALE TRADE -----	312	3.30	2.90	2.75- 3.75	-	22	10	12	80	44	9	40	53	8	9	9	4	-	11	3	-	-	-			
RETAIL TRADE -----	1,163	3.18	2.90	2.50- 3.58	-	60	169	118	158	103	70	194	59	104	25	46	29	23	4	-	-	-	-			
FINANCE -----	2,871	3.14	3.00	2.50- 3.69	-	419	212	256	405	137	302	301	398	189	110	32	58	55	-	-	-	-	-			
SERVICES -----	36,808	2.26	2.16	2.10- 2.30	-	19298	10862	3828	1242	223	731	419	128	30	31	11	6	-	-	-	-	-	-			
GUARDS: -----																										
MANUFACTURING -----	4,425	4.35	4.25	3.24- 5.37	-	17	50	229	138	358	277	416	480	419	196	401	478	445	377	117	14	14	-			
WATCHMEN: -----																										
MANUFACTURING -----	2,887	3.05	2.80	2.45- 3.55	-	152	361	545	368	286	249	260	315	45	174	107	-	11	12	-	-	-	-			
JANITORS, PORTERS, AND CLEANERS ---	115,572	2.63	2.25	2.10- 2.73	50	46456	21112	14254	7536	3253	3631	4812	3964	3340	3036	1451	1054	1194	314	38	76	-	-			
MANUFACTURING -----	23,004	3.60	3.44	2.67- 4.32	-	668	1400	2280	2857	1354	1337	2763	2515	2292	2283	1062	883	1005	237	1	68	-	-			
NONMANUFACTURING -----	92,569	2.38	2.20	2.10- 2.47	50	45788	19712	11975	4679	1900	2294	2049	1449	1048	754	390	171	190	76	37	8	-	-			
PUBLIC UTILITIES -----	3,293	3.91	3.91	3.20- 4.54	-	74	83	163	134	176	195	401	475	574	538	246	89	105	14	19	8	-	-			
WHOLESALE TRADE -----	2,058	2.98	2.65	2.25- 3.20	-	294	408	275	231	106	201	169	121	57	34	25	19	51	61	6	-	-	-			
RETAIL TRADE -----	10,374	2.62	2.40	2.15- 2.83	50	2837	2216	1557	993	655	531	442	490	250	148	109	52	34	-	11	-	-	-			
FINANCE -----	13,477	2.45	2.40	2.25- 2.51	-	2839	3597	4370	1266	453	435	307	119	80	6	1	5	-	1	-	-	-	-			
SERVICES -----	63,367	2.23	2.10	2.10- 2.25	-	39744	13409	5610	2055	510	932	731	245	87	29	9	6	-	-	-	-	-	-			
LABORERS, MATERIAL HANDLING -----	52,982	3.70	3.55	2.75- 4.45	-	1433	3759	5118	3946	3264	3066	6780	7207	4887	4091	3849	1830	1246	1417	254	764	40	32			
MANUFACTURING -----	30,266	3.75	3.60	2.89- 4.52	-	301	1337	2876	2229	2031	1593	4543	4557	2799	2304	2774	1002	923	589	51	296	30	32			
NONMANUFACTURING -----	22,716	3.62	3.32	2.55- 4.35	-	1132	2423	2242	1717	1233	1472	2237	2650	2088	1787	1076	828	323	828	203	468	10	-			
PUBLIC UTILITIES -----	5,395	4.37	4.24	3.50- 5.05	-	-	210	231	260	266	186	254	836	658	963	352	252	-	477	64	388	-	-			
WHOLESALE TRADE -----	8,432	3.25	3.00	2.40- 3.85	-	465	1318	1173	775	447	743	790	964	781	134	253	204	196	179	-	-	10	-			
RETAIL TRADE -----	8,355	3.46	3.20	2.50- 4.11	-	663	875	829	676	480	470	1171	784	649	690	468	86	124	172	139	81	-	-			
ORDER FILLERS -----	31,271	3.83	3.46	2.79- 4.63	-	1021	2112	2162	2532	1466	2749	5033	3120	2244	1827	1732	978	648	918	2283	409	32	6			
MANUFACTURING -----	5,904	3.70	3.44	2.85- 4.61	-	20	261	522	512	509	598	916	522	294	873	346	235	114	126	3	47	-	6			
NONMANUFACTURING -----	25,367	3.86	3.48	2.78- 4.75	-	1001	1851	1640	2019	957	2151	4117	2598	1950	954	1386	743	533	792	2280	362	32	-			
WHOLESALE TRADE -----	14,875	3.67	3.25	2.62- 4.23	-	671	1471	1421	1614	732	849	2530	1142	883	314	579	364	326	529	1418	-	32	-			
RETAIL TRADE -----	9,989	4.17	3.85	3.19- 5.10	-	250	344	191	323	192	1283	1577	1372	937	640	807	379	208	263	862	362	-	-			
PACKERS, SHIPPING -----	14,645	3.46	3.20	2.80- 3.93	-	597	746	903	1415	1831	1778	2583	1610	1080	515	-	353	285	295	81	37	131	27			
MANUFACTURING -----	9,667	3.43	3.20	2.85- 3.81	-	103	364	645	967	1555	1195	1990	815	774	264	-	295	222	57	81	37	11	27			
NONMANUFACTURING -----	4,978	3.50	3.20	2.65- 3.98	-	494	382	258	448	275	583	594	795	306	251	113	58	64	238	-	-	120	-			
WHOLESALE TRADE -----	2,607	3.68	3.32	2.65- 4.17	-	205	255	136	270	135	187	367	295	145	121	35	38	63	238	-	-	120	-			
RETAIL TRADE -----	2,111	3.36	3.13	2.75- 3.98	-	233	97	82	145	131	386	156	494	159	129	78	20	1	-	-	-	-	-			
RECEIVING CLERKS -----	7,389	4.15	3.96	3.25- 5.00	-	110	219	307	233	243	504	1030	1079	1027	604	479	453	227	276	539	47	14	-			
MANUFACTURING -----	2,703	4.35	4.14	3.50- 5.18	-	10	49	57	51	69	133	376	431	411	290	184	159	102	170	187	10	14	-			
NONMANUFACTURING -----	4,686	4.04	3.80	3.13- 4.85	-	101	171	250	182	174	370	654	648	616	313	294	294	125	105	352	37	-	-			
WHOLESALE TRADE -----	1,994	4.12	3.85	3.25- 4.90	-	36	10	114	39	73	150	336	336	283	93	95	129	29	20	251	-	-	-			
RETAIL TRADE -----	2,524	3.99	3.80	3.05- 4.85	-	65	158	126	135	87	206	296	273	310	203	193	162	97	78	100	37	-	-			
SHIPPING CLERKS -----	2,989	4.28	4.05	3.50- 4.89	-	6	40	24	100	131	201	427	439	470	361	181	119	86	151	216	32	-	5			
MANUFACTURING -----	1,356	4.17	4.01	3.50- 4.74	-	-	-	4	20	76	85	238	215	220	183	126	74	56	30	26	1	-	5			
NONMANUFACTURING -----	1,633	4.36	4.11	3.45- 5.20	-	6	40	21	80	55	116	190	225	249	178	56	45	31	121	150	31	-	-			
WHOLESALE TRADE -----	1,160	4.42	4.00	3.34- 6.12	-	-	17	18	48	38	105	170	151	136	114	13	30	12	121	179	9	-	-			
RETAIL TRADE -----	414	4.24	4.15	3.55- 4.90	-	6	22	3	32	17	5	20	63	72	64	43	15	18	-	11	22	-	-			

See footnotes at end of table A-30.

Table A-23. Hourly earnings of custodial and material movement workers in the South,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over
ALL WORKERS-- CONTINUED																							
SHIPPING AND RECEIVING CLERKS -----	3,012	\$ 4.18	\$ 4.20	\$ 3.37- 4.90	-	18	28	96	116	93	160	436	376	511	299	452	179	119	72	16	28	11	4
MANUFACTURING -----	1,460	4.29	4.20	3.51- 4.90	-	-	5	32	26	12	43	266	230	252	155	198	95	78	36	5	11	11	4
NONMANUFACTURING -----	1,553	4.07	4.20	3.17- 4.89	-	18	23	64	89	81	118	170	145	258	143	254	84	40	36	11	17	-	-
WHOLESALE TRADE -----	957	4.10	4.15	3.25- 4.86	-	18	-	44	18	39	90	123	115	175	62	171	19	24	30	11	17	-	-
RETAIL TRADE -----	371	4.02	4.33	2.77- 5.05	-	-	21	12	61	20	16	10	18	27	71	73	25	10	6	-	-	-	-
TRUCKDRIVERS -----	83,647	4.68	4.35	3.25- 6.42	-	1632	2226	2699	3993	3371	5796	7861	6539	8135	4949	5073	3074	4352	2840	10698	9966	442	-
MANUFACTURING -----	19,858	4.06	3.87	3.05- 4.74	-	87	145	731	839	1740	2066	2600	2461	2748	1860	1288	394	1091	1142	315	344	8	-
NONMANUFACTURING -----	63,789	4.87	4.75	3.30- 6.72	-	1545	2080	1968	3155	1632	3730	5261	4078	5387	3089	3786	2680	3261	1697	10384	9623	434	-
PUBLIC UTILITIES -----	28,885	6.01	6.72	5.00- 7.11	-	24	62	100	185	156	793	950	808	2271	922	1521	675	1786	871	8396	9060	306	-
WHOLESALE TRADE -----	19,801	3.90	3.59	2.88- 4.84	-	593	959	894	2039	1000	1891	2582	1969	2120	766	1254	1192	568	609	1183	179	4	-
RETAIL TRADE -----	12,197	4.04	3.60	2.75- 5.20	-	798	881	819	794	411	883	1452	782	646	808	814	679	899	217	805	384	124	-
SERVICES -----	2,636	3.78	3.85	3.00- 4.60	-	129	179	147	114	58	154	257	372	293	593	197	134	8	-	-	-	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	10,353	3.26	3.00	2.45- 3.74	-	1068	1326	948	782	586	1105	1210	1544	544	277	140	110	451	92	166	4	-	-
MANUFACTURING -----	1,565	3.68	3.40	2.90- 4.20	-	69	20	89	66	160	238	225	228	107	110	62	59	49	77	7	-	-	-
NONMANUFACTURING -----	8,788	3.19	3.00	2.35- 3.70	-	999	1306	860	717	427	867	985	1316	438	167	77	51	402	15	159	4	-	-
WHOLESALE TRADE -----	4,701	3.07	3.15	2.50- 3.61	-	316	622	323	440	342	670	678	1007	268	23	-	8	-	5	-	-	-	-
RETAIL TRADE -----	2,378	2.76	2.40	2.20- 3.00	-	577	542	404	175	44	87	179	153	73	27	43	32	27	9	2	4	-	-
SERVICES -----	918	3.16	3.06	2.40- 3.85	-	81	125	113	78	21	95	87	139	74	95	2	-	8	-	-	-	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	30,910	4.57	4.20	3.15- 6.20	-	378	696	1203	2141	1440	2728	3217	2058	2557	1948	1741	1105	1634	626	3630	3660	150	-
MANUFACTURING -----	6,128	3.90	3.49	2.98- 4.55	-	15	70	426	450	620	851	706	651	541	444	240	122	338	508	20	125	-	-
NONMANUFACTURING -----	24,782	4.74	4.50	3.20- 6.72	-	362	625	777	1690	820	1876	2511	1407	2016	1504	1500	983	1296	118	3610	3535	150	-
PUBLIC UTILITIES -----	10,759	6.09	6.72	5.20- 7.13	-	-	10	29	-	82	446	361	44	533	372	740	305	1047	37	3071	3534	150	-
WHOLESALE TRADE -----	7,982	3.67	3.40	2.75- 4.21	-	277	314	413	1106	460	795	1276	700	1044	377	306	393	51	16	456	-	-	-
RETAIL TRADE -----	4,379	3.62	3.30	2.75- 4.30	-	66	262	302	551	242	579	696	367	260	287	261	159	198	66	83	1	-	-
SERVICES -----	1,486	4.18	4.60	3.58- 4.60	-	19	40	33	34	37	56	169	154	156	469	194	126	-	-	-	-	-	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	29,874	5.34	5.50	4.00- 6.72	-	29	73	288	616	965	1070	1912	1712	3069	1694	2336	1312	1597	1669	5965	5284	283	-
MANUFACTURING -----	5,262	3.94	3.75	3.03- 4.53	-	-	28	137	156	733	381	769	955	547	487	529	93	118	206	78	46	-	-
NONMANUFACTURING -----	24,611	5.64	6.07	4.40- 6.75	-	29	45	151	460	232	689	1143	758	2522	1208	1807	1219	1479	1463	5887	5238	283	-
PUBLIC UTILITIES -----	14,850	6.03	6.72	4.90- 7.11	-	-	-	-	48	45	269	496	465	1718	448	624	201	372	778	4551	4680	155	-
WHOLESALE TRADE -----	5,630	4.82	5.00	3.45- 6.07	-	-	23	143	374	108	346	443	159	580	313	712	534	457	583	674	179	4	-
RETAIL TRADE -----	3,956	5.46	5.50	4.70- 6.69	-	-	8	8	39	79	74	205	67	174	439	471	476	650	103	661	379	124	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	8,375	4.28	4.10	3.42- 4.85	-	14	37	108	295	328	735	1368	1108	1448	696	403	367	472	352	388	257	-	-
MANUFACTURING -----	5,399	4.30	4.10	3.25- 4.80	-	3	-	59	119	227	564	863	582	1053	573	216	111	388	296	170	173	-	-
NONMANUFACTURING -----	2,976	4.23	3.85	3.50- 5.05	-	11	37	49	175	100	171	505	526	394	123	187	255	84	56	218	84	-	-
TRUCKERS, POWER (FORKLIFT) -----	35,782	4.20	3.97	3.21- 4.97	-	90	502	1258	1965	1991	2789	5088	4326	3748	4042	2718	1506	1241	1665	1356	1023	475	-
MANUFACTURING -----	25,556	4.21	4.01	3.20- 4.94	-	18	359	642	1532	1714	1950	3334	3128	2549	3343	2009	866	1095	1371	468	705	475	-
NONMANUFACTURING -----	10,226	4.20	3.88	3.25- 5.10	-	73	142	616	433	277	839	1754	1198	1199	700	709	640	146	294	888	318	-	-
PUBLIC UTILITIES -----	2,612	4.25	3.55	3.25- 5.23	-	-	-	359	70	19	188	706	217	283	63	36	49	-	8	368	246	-	-
WHOLESALE TRADE -----	4,340	3.84	3.60	3.10- 4.41	-	55	129	216	177	221	421	886	611	525	344	200	217	80	96	149	13	-	-
RETAIL TRADE -----	3,261	4.65	4.60	3.65- 5.32	-	17	13	41	186	24	230	162	370	391	293	474	374	66	191	370	59	-	-

See footnotes at end of table A-30.

Table A-23. Hourly earnings of custodial and material movement workers in the South,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																			
		Mean ²	Median ²	Middle range ²	\$ 1.80	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60	
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over	
ALL WORKERS-- CONTINUED																								
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	2,801	\$ 4.45	\$ 4.58	\$ 3.20- 5.58	-	-	27	125	171	105	198	309	159	266	274	244	351	114	264	70	51	-	72	
MANUFACTURING -----	2,264	4.48	4.58	3.20- 5.58	-	-	27	125	171	105	84	309	101	174	247	139	236	102	264	56	51	-	72	
WAREHOUSEMEN -----	14,563	4.17	4.05	3.25- 4.85	-	178	431	473	759	506	1052	1501	1746	1867	1967	1470	804	858	263	456	198	27	8	
MANUFACTURING -----	5,477	4.20	4.01	3.40- 4.75	-	3	17	143	167	214	385	894	757	820	751	320	355	388	25	17	187	27	8	
NONMANUFACTURING -----	9,086	4.15	4.19	3.03- 4.92	-	174	414	330	592	292	667	607	988	1047	1216	1150	450	470	239	439	11	-	-	
PUBLIC UTILITIES -----	2,505	4.73	4.50	3.93- 5.88	-	-	-	-	248	-	163	23	270	390	312	157	213	216	163	351	-	-	-	
WHOLESALE TRADE -----	4,010	4.19	4.29	3.41- 4.80	-	83	101	65	80	157	322	324	522	407	762	780	63	206	54	73	11	-	-	
RETAIL TRADE -----	2,451	3.50	3.25	2.50- 4.25	-	91	295	264	258	131	147	248	190	245	121	208	172	48	16	15	-	-	-	

See footnotes at end of table A-30.

Table A-24. Hourly earnings of custodial and material movement workers in the North Central region,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																	
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
					2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over
ALL WORKERS																						
GUARDS AND WATCHMEN -----	53,471	3.39	2.70	2.15- 4.46	13711	6124	3088	5865	4242	1184	1592	1995	2026	1771	1813	1781	2592	3589	2048	44	7	1
MANUFACTURING -----	15,164	5.26	5.63	4.46- 6.20	157	31	22	97	110	265	638	1129	1192	1156	1320	1413	2306	3311	2017	-	-	1
NONMANUFACTURING -----	38,308	2.65	2.35	2.13- 2.80	13554	6093	3066	5768	4132	919	954	866	835	615	493	368	286	278	31	44	7	-
PUBLIC UTILITIES -----	583	5.02	5.29	4.64- 5.65	-	-	-	-	-	40	16	29	23	99	72	137	95	70	-	1	-	-
WHOLESALE TRADE -----	430	4.83	5.08	3.90- 6.21	19	5	10	12	18	3	35	17	65	19	19	18	13	175	2	-	-	-
RETAIL TRADE -----	1,486	3.75	3.45	2.60- 4.65	41	149	170	141	41	97	140	117	154	77	158	52	41	27	29	43	7	-
FINANCE -----	2,771	3.94	3.82	3.20- 4.58	27	63	42	165	120	257	358	541	326	393	184	153	137	6	-	-	-	-
SERVICES -----	33,039	2.42	2.25	2.13- 2.65	13467	5876	2844	5450	3953	522	405	161	266	27	60	7	-	-	-	-	-	-
GUARDS: -----																						
MANUFACTURING -----	12,675	5.51	5.79	4.85- 6.21	-	-	8	13	27	91	309	713	895	863	1023	1287	2178	3262	2006	-	-	1
WATCHMEN: -----																						
MANUFACTURING -----	2,488	4.01	3.91	3.37- 4.77	157	31	14	84	83	174	329	416	297	292	296	126	128	49	11	-	-	-
JANITORS, PORTERS, AND CLEANERS -----	105,469	3.72	3.63	2.70- 4.53	9826	7751	7916	4463	5797	5242	12914	14154	10072	7720	7616	4587	7012	4146	224	30	-	-
MANUFACTURING -----	43,876	4.63	4.65	3.86- 5.49	107	281	429	556	850	906	3302	6371	6170	4441	6405	3612	6464	3548	32	2	-	-
NONMANUFACTURING -----	65,593	3.11	2.95	2.32- 3.73	9719	7470	7487	3907	4946	4336	9612	7783	3902	3278	1211	974	547	199	192	28	-	-
PUBLIC UTILITIES -----	5,022	4.53	4.57	3.82- 5.16	-	16	69	17	41	194	419	665	637	1044	704	730	261	129	72	25	-	-
WHOLESALE TRADE -----	2,383	4.12	3.96	3.40- 5.00	15	19	99	99	90	140	364	379	262	209	260	193	230	6	19	-	-	-
RETAIL TRADE -----	8,307	3.14	3.00	2.50- 3.57	600	633	1090	1122	645	861	1356	809	603	232	137	40	56	62	60	2	-	-
FINANCE -----	10,342	3.44	3.41	2.91- 3.84	113	455	898	872	688	934	1683	2293	1236	1070	89	12	-	-	-	-	-	-
SERVICES -----	39,539	2.77	2.50	2.20- 3.21	8992	6348	5332	1798	3482	2208	5791	3637	1165	723	21	-	-	2	41	1	-	-
LABORERS, MATERIAL HANDLING -----	81,010	4.96	4.95	4.05- 5.98	360	719	1050	1635	1105	2693	5109	5575	9907	8946	8748	7811	7262	6396	10631	2622	356	86
MANUFACTURING -----	46,425	4.72	4.73	4.05- 5.44	52	47	156	699	352	1419	3951	3913	7657	6260	7278	4547	4703	3945	647	288	99	16
NONMANUFACTURING -----	34,585	5.29	5.63	4.15- 6.64	308	673	894	936	753	1275	1159	1662	2250	2686	1470	2864	2559	2451	9984	2334	257	70
PUBLIC UTILITIES -----	14,268	6.45	6.64	6.52- 6.74	-	-	-	-	-	-	2	12	207	260	295	1208	233	923	8772	2099	257	-
WHOLESALE TRADE -----	9,436	4.74	4.67	3.98- 5.79	55	98	232	162	232	511	315	861	1290	1350	614	871	1510	708	441	115	-	70
RETAIL TRADE -----	10,147	4.30	4.30	2.95- 5.55	253	564	638	708	450	679	673	673	609	1046	561	765	816	820	771	120	-	-
ORDER FILLERS -----	39,619	4.85	4.89	3.86- 5.88	149	271	655	870	896	1503	3270	3007	3992	4556	2299	4814	5464	4333	2955	518	11	57
MANUFACTURING -----	11,058	4.57	4.55	3.80- 5.38	119	30	62	254	365	496	922	824	1891	1564	1129	1438	972	432	395	97	11	57
NONMANUFACTURING -----	28,562	4.95	5.28	3.89- 5.95	30	241	593	616	531	1007	2348	2183	2101	2992	1170	3376	4492	3901	2560	420	-	-
WHOLESALE TRADE -----	21,236	4.92	5.20	3.93- 5.89	-	81	419	383	396	700	1901	1655	1613	2536	930	2815	3858	1933	1912	61	-	-
RETAIL TRADE -----	6,016	5.00	5.55	3.70- 6.23	30	144	169	198	121	303	440	517	295	384	150	289	488	1504	627	359	-	-
PACKERS, SHIPPING -----	27,968	4.45	4.30	3.64- 5.47	120	239	560	600	1568	994	2528	4356	3940	2739	2213	1473	3575	1835	641	121	33	35
MANUFACTURING -----	18,996	4.60	4.47	3.75- 5.61	41	76	291	219	561	689	1411	2949	2860	2044	1911	1089	2841	1185	641	121	33	35
NONMANUFACTURING -----	8,971	4.14	3.88	3.22- 4.91	79	163	268	381	1008	305	1117	1407	1080	695	302	383	1134	650	-	-	-	-
WHOLESALE TRADE -----	5,664	4.47	4.29	3.50- 5.70	30	28	95	143	150	201	894	573	863	577	243	318	1099	450	-	-	-	-
RETAIL TRADE -----	1,602	3.83	3.70	2.74- 4.55	49	125	124	158	93	63	149	232	163	94	53	65	35	200	-	-	-	-
RECEIVING CLERKS -----	8,789	4.80	4.81	4.06- 5.59	7	61	141	58	120	143	582	798	1058	1390	1155	1090	779	897	415	95	-	1
MANUFACTURING -----	4,496	4.91	4.86	4.30- 5.49	2	-	3	5	16	50	143	430	629	840	693	645	252	574	139	37	-	1
NONMANUFACTURING -----	4,293	4.69	4.74	3.76- 5.67	5	61	138	53	103	93	439	368	429	550	463	445	488	323	276	58	-	-
WHOLESALE TRADE -----	1,633	4.92	4.75	4.20- 5.72	-	-	6	9	31	26	70	173	192	333	132	167	207	127	122	38	-	-
RETAIL TRADE -----	2,261	4.47	4.45	3.33- 5.55	5	59	127	38	69	55	338	166	202	207	217	242	208	192	118	20	-	-
SHIPPING CLERKS -----	5,287	5.03	4.94	4.29- 5.85	-	13	24	28	81	44	203	453	568	1019	604	477	577	669	371	102	39	18
MANUFACTURING -----	3,469	4.91	4.77	4.29- 5.62	-	6	14	2	55	41	149	254	436	827	450	366	313	340	106	55	38	18
NONMANUFACTURING -----	1,818	5.27	5.57	4.38- 6.19	-	7	10	26	26	3	54	198	132	192	153	111	264	329	264	47	1	-
WHOLESALE TRADE -----	1,280	5.24	5.50	4.25- 6.19	-	7	9	-	11	-	47	160	119	127	105	70	183	260	162	19	1	-
RETAIL TRADE -----	488	5.32	5.55	4.60- 6.48	-	-	1	26	15	3	7	36	12	62	42	41	64	51	100	28	-	-

See footnotes at end of table A-30.

Table A-24. Hourly earnings of custodial and material movement workers in the North Central region,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																	
		Mean ²	Median ²	Middle range ²	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and over
ALL WORKERS-- CONTINUED					2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over
SHIPPING AND RECEIVING CLERKS -----	6,013	\$ 4.90	\$ 4.79	\$ 4.10- 5.73	12	1	20	95	37	124	383	669	630	1055	671	597	438	803	218	249	11	-
MANUFACTURING -----	3,551	4.75	4.73	4.11- 5.33	12	-	13	13	2	49	242	450	447	773	475	446	155	369	63	39	4	-
NONMANUFACTURING -----	2,462	5.10	5.22	4.00- 6.12	-	1	7	82	35	76	141	219	183	282	196	151	283	434	155	210	7	-
PUBLIC UTILITIES -----	262	5.94	6.03	5.71- 6.36	-	-	-	-	-	-	4	8	5	10	12	8	77	79	17	41	-	-
WHOLESALE TRADE -----	1,425	5.19	5.25	4.40- 6.12	-	-	-	38	20	15	51	124	104	204	124	89	165	304	113	76	-	-
RETAIL TRADE -----	553	4.75	4.67	3.30- 6.35	-	1	-	43	9	61	74	58	36	22	37	43	39	51	26	93	-	-
TRUCKDRIVERS -----	87,555	6.14	6.66	5.61- 6.87	30	210	291	102	127	514	2207	1729	2410	4349	3601	5965	7922	9342	16943	25785	5454	572
MANUFACTURING -----	21,566	5.61	5.70	4.86- 6.36	10	-	64	12	50	89	799	614	1605	1720	2265	2577	2825	3902	1699	2550	328	458
NONMANUFACTURING -----	65,989	6.31	6.70	5.95- 6.92	21	210	227	90	77	425	1408	1115	806	2629	1336	3388	5097	5440	15244	23236	5126	114
PUBLIC UTILITIES -----	37,257	6.75	6.80	6.70- 7.11	-	-	-	-	-	-	54	17	190	225	220	1268	1028	1651	9924	18177	4383	80
WHOLESALE TRADE -----	17,602	5.78	6.00	5.08- 6.77	-	16	33	23	52	285	587	821	355	1641	757	1604	2538	2417	2601	3414	429	28
RETAIL TRADE -----	5,246	5.75	6.22	5.13- 6.70	21	179	189	56	18	119	654	169	208	580	139	277	1291	1325	2087	1622	314	-
SERVICES -----	1,722	5.51	5.72	4.98- 6.51	-	10	-	3	2	15	85	100	34	150	207	231	227	6	630	22	-	-
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	6,267	4.73	4.68	3.50- 5.91	30	200	229	75	112	268	806	486	431	697	493	512	524	480	315	581	-	27
MANUFACTURING -----	1,710	4.93	5.01	4.15- 5.74	10	-	10	-	37	34	163	122	166	193	241	207	197	192	137	-	-	-
NONMANUFACTURING -----	4,557	4.66	4.55	3.41- 5.94	21	200	219	75	75	234	642	364	264	505	252	305	326	288	178	581	-	27
PUBLIC UTILITIES -----	797	6.54	6.80	6.74- 7.11	-	-	-	-	-	-	-	6	8	39	32	38	45	2	96	531	-	-
WHOLESALE TRADE -----	1,930	4.42	4.33	3.50- 5.35	-	16	33	23	52	151	319	289	141	260	124	148	90	208	37	18	-	21
RETAIL TRADE -----	1,283	3.83	3.46	2.50- 4.72	21	179	180	44	18	72	221	49	72	132	23	50	92	77	21	32	-	-
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	22,126	5.94	6.22	5.34- 6.77	-	10	8	26	2	219	930	672	868	947	1169	2183	2047	2918	5540	3921	639	27
MANUFACTURING -----	6,302	5.50	5.63	4.66- 6.15	-	-	-	12	-	35	255	211	679	476	749	667	276	1723	405	683	113	20
NONMANUFACTURING -----	15,825	6.11	6.70	5.60- 6.78	-	10	8	14	2	183	676	462	189	471	420	1517	1771	1195	5135	3238	526	7
PUBLIC UTILITIES -----	7,153	6.59	6.72	6.70- 6.90	-	-	-	-	-	-	54	3	27	54	78	594	501	13	3552	1775	503	-
WHOLESALE TRADE -----	5,561	5.84	6.22	5.24- 6.77	-	-	-	-	-	127	222	400	66	244	175	702	538	686	1168	1226	-	7
RETAIL TRADE -----	2,677	5.53	5.83	4.81- 6.27	-	-	8	12	-	47	389	33	87	84	87	204	596	496	375	237	23	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	37,922	6.51	6.80	6.32- 6.92	-	-	-	-	-	-	80	169	605	1316	1292	835	3028	3346	6710	16645	3816	81
MANUFACTURING -----	6,797	5.77	5.89	4.98- 6.70	-	-	-	-	-	-	72	117	473	627	903	458	1205	866	611	1194	208	65
NONMANUFACTURING -----	31,125	6.67	6.86	6.51- 6.94	-	-	-	-	-	-	8	52	132	689	390	376	1824	2480	6099	15452	3608	16
PUBLIC UTILITIES -----	20,678	6.85	6.87	6.71- 7.10	-	-	-	-	-	-	-	-	-	-	48	83	351	1246	3863	12106	2964	16
WHOLESALE TRADE -----	6,009	6.17	6.32	5.80- 6.92	-	-	-	-	-	-	-	28	98	608	302	255	1102	788	453	2022	353	-
RETAIL TRADE -----	3,800	6.54	6.60	6.30- 6.94	-	-	-	-	-	-	8	-	34	81	27	17	371	445	1215	1310	291	-
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	5,154	5.75	5.64	5.20- 6.77	-	-	54	-	-	27	284	225	259	1052	330	1954	1429	585	1530	881	173	373
MANUFACTURING -----	4,309	5.66	5.57	5.00- 6.64	-	-	54	-	-	20	238	149	237	330	185	957	766	223	408	363	7	373
NONMANUFACTURING -----	4,845	5.84	5.74	5.25- 6.77	-	-	-	-	-	7	46	76	22	722	145	997	664	362	1122	518	166	-
PUBLIC UTILITIES -----	1,691	6.22	6.64	5.46- 6.80	-	-	-	-	-	-	-	-	-	88	4	502	66	166	328	377	160	-
WHOLESALE TRADE -----	2,146	5.64	5.60	5.24- 6.52	-	-	-	-	-	7	10	10	7	353	135	495	447	96	482	99	6	-
TRUCKERS, POWER (FORKLIFT) -----	65,904	5.32	5.51	4.55- 6.04	-	-	21	34	70	198	1580	4877	7122	6992	7175	6955	10831	14314	4548	996	33	158
MANUFACTURING -----	56,533	5.27	5.44	4.50- 6.04	-	-	16	18	70	161	1126	4453	6607	6350	6869	6243	8129	12736	3042	529	33	151
NONMANUFACTURING -----	9,371	5.60	5.86	5.04- 6.27	-	-	5	16	-	37	454	424	516	642	306	712	2702	1578	1506	467	-	7
PUBLIC UTILITIES -----	1,389	5.98	5.84	5.62- 6.48	-	-	-	-	-	-	-	-	-	1	54	86	73	567	127	430	51	-
WHOLESALE TRADE -----	5,035	5.70	5.91	5.49- 6.18	-	-	-	-	-	-	139	82	274	408	173	529	1504	964	738	218	-	7
RETAIL TRADE -----	2,406	5.60	5.88	4.76- 6.37	-	-	5	-	-	21	47	182	184	170	47	110	631	488	325	198	-	-

See footnotes at end of table A-30.

**Table A-24. Hourly earnings of custodial and material movement workers
in the North Central region,⁵ July 1975—Continued**

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																	
		Mean ²	Median ²	Middle range ²	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
					2.00	2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
				2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over	
ALL WORKERS-- CONTINUED																						
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	6,145	\$ 5.41	\$ 5.59	\$ 4.76- 5.98	-	-	-	-	5	40	136	296	424	693	763	943	1421	713	487	114	50	60
MANUFACTURING -----	5,005	5.32	5.51	4.65- 5.98	-	-	-	-	5	40	118	292	377	566	745	851	1047	550	247	62	44	60
NONMANUFACTURING -----	1,140	5.78	5.80	5.50- 6.50	-	-	-	-	-	-	18	4	47	127	18	92	374	163	240	52	6	-
WAREHOUSEMEN -----	23,913	5.18	5.34	4.37- 5.95	11	81	169	100	99	344	1524	1277	2949	2265	1780	3093	4525	2687	1449	1216	271	74
MANUFACTURING -----	9,474	4.83	4.87	4.07- 5.74	-	-	9	48	33	121	1079	517	1590	1231	975	1121	2271	269	75	39	24	74
NONMANUFACTURING -----	14,439	5.40	5.65	4.50- 6.13	11	81	160	52	66	223	445	760	1359	1035	806	1972	2254	2418	1374	1178	247	-
PUBLIC UTILITIES -----	2,806	6.12	6.34	5.52- 6.60	-	-	-	-	-	-	-	36	9	104	115	538	367	275	943	180	240	-
WHOLESALE TRADE -----	8,212	5.40	5.65	4.40- 6.13	-	24	73	21	18	60	240	388	1001	547	522	1107	1337	1521	357	996	-	-
RETAIL TRADE -----	3,221	4.82	4.85	3.85- 5.91	11	57	82	21	46	158	159	327	349	374	169	293	550	618	-	2	7	-

See footnotes at end of table A-30.

Table A-25. Hourly earnings of custodial and material movement workers in the West,⁵ July 1975

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																		
		Mean ²	Median ²	Middle range ²	\$ 2.00 and under	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60 and over	
					2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60		
ALL WORKERS																							
GUARDS AND WATCHMEN -----	28,686	\$ 2.85	\$ 2.40	\$ 2.25- 2.90	5951	8149	4724	1251	1703	1312	778	674	596	603	806	664	1112	215	150	-	-	-	-
MANUFACTURING -----	3,567	4.90	5.12	4.08- 5.77	-	2	63	19	82	93	303	249	249	287	559	421	1007	88	146	-	-	-	-
NONMANUFACTURING -----	25,120	2.56	2.35	2.20- 2.60	5951	8147	4661	1231	1620	1219	475	425	347	316	247	244	106	127	4	-	-	-	-
RETAIL TRADE -----	521	3.47	3.25	2.90- 4.00	3	8	44	61	23	100	66	81	67	44	17	5	3	-	-	-	-	-	-
FINANCE -----	1,186	3.69	3.54	3.05- 4.18	-	-	2	7	57	401	140	153	186	163	71	3	3	-	-	-	-	-	-
SERVICES -----	22,833	2.42	2.25	2.15- 2.50	5948	8139	4605	1116	1537	671	247	162	65	91	111	141	-	-	-	-	-	-	-
GUARDS: -----																							
MANUFACTURING -----	3,126	4.99	5.27	4.23- 5.84	-	2	63	19	66	88	209	148	231	247	402	416	1002	88	146	-	-	-	-
WATCHMEN: -----																							
MANUFACTURING -----	441	4.25	4.12	3.55- 5.12	-	-	-	-	16	5	94	101	18	40	157	5	5	-	-	-	-	-	-
JANITORS, PORTERS, AND CLEANERS -----	50,234	3.55	3.36	2.75- 4.22	3328	3215	3441	2898	2431	3540	11723	5172	3195	2642	5483	1461	1221	332	146	6	-	-	-
MANUFACTURING -----	11,534	4.22	4.16	3.50- 5.01	114	175	304	451	410	777	1253	1077	1937	1473	1211	911	1068	309	66	-	-	-	-
NONMANUFACTURING -----	38,700	3.34	3.29	2.62- 3.85	3214	3040	3136	2447	2021	2764	10470	4095	1258	1170	4272	551	153	23	80	6	-	-	-
PUBLIC UTILITIES -----	1,845	4.76	4.79	4.31- 5.29	-	20	3	-	-	6	34	330	167	376	352	422	49	6	74	6	-	-	-
WHOLESALE TRADE -----	1,014	3.95	3.92	3.31- 4.45	-	9	51	26	23	126	189	183	144	113	23	4	99	16	6	-	-	-	-
RETAIL TRADE -----	5,190	3.40	3.35	2.75- 3.92	179	319	482	411	266	436	976	1240	302	358	199	16	5	1	-	-	-	-	-
FINANCE -----	2,891	3.49	3.21	2.68- 4.91	-	207	346	436	191	260	468	135	37	12	799	-	-	-	-	-	-	-	-
SERVICES -----	27,761	3.20	3.29	2.50- 3.55	3035	2486	2255	1573	1541	1935	8803	2207	607	311	2899	109	-	-	-	-	-	-	-
LABORERS, MATERIAL HANDLING -----	17,410	5.03	5.00	3.92- 6.27	59	316	1240	354	318	304	1348	608	1881	1433	1316	1440	1130	1510	977	1988	1063	125	-
MANUFACTURING -----	6,917	4.44	4.32	3.39- 5.14	58	128	385	257	175	162	727	242	1564	816	840	328	377	205	476	49	130	-	-
NONMANUFACTURING -----	10,493	5.41	5.75	4.25- 6.93	1	188	855	98	144	142	622	367	318	617	475	1111	753	1306	501	1939	933	125	-
PUBLIC UTILITIES -----	4,794	6.51	6.99	5.87- 7.10	-	-	15	1	-	52	49	11	8	328	11	627	133	203	392	1908	933	125	-
WHOLESALE TRADE -----	3,804	4.49	4.93	3.30- 6.04	-	158	446	-	100	30	461	307	124	51	240	240	423	947	68	10	-	-	-
RETAIL TRADE -----	1,797	4.48	4.71	3.25- 5.45	1	30	194	97	44	60	110	48	176	237	140	245	197	156	41	21	-	-	-
ORDER FILLERS -----	14,746	4.62	4.40	3.44- 5.63	-	143	240	335	379	1404	1533	1727	1534	906	1019	1277	1074	1569	1095	335	48	129	-
MANUFACTURING -----	2,195	4.40	4.62	3.55- 5.05	-	29	74	64	124	175	96	279	130	353	455	93	107	70	139	-	6	-	-
NONMANUFACTURING -----	12,551	4.66	4.34	3.42- 5.69	-	114	166	271	255	1229	1437	1448	1404	552	564	1184	967	1499	956	335	42	129	-
WHOLESALE TRADE -----	9,200	4.36	4.10	3.30- 5.60	-	96	147	229	223	1154	1361	1055	1280	454	116	748	826	1046	465	-	-	-	-
RETAIL TRADE -----	3,341	5.47	5.35	4.63- 6.67	-	18	19	42	31	75	76	393	120	99	444	436	138	453	491	335	42	129	-
PACKERS, SHIPPING -----	6,937	4.07	4.00	3.00- 5.31	282	434	349	349	140	696	517	647	666	451	378	1264	441	76	237	10	-	-	-
MANUFACTURING -----	4,229	3.89	3.84	2.80- 5.31	180	352	239	267	87	583	229	321	361	240	176	985	119	76	5	10	-	-	-
NONMANUFACTURING -----	2,708	4.34	4.30	3.25- 5.54	102	82	110	82	53	113	288	326	305	211	202	279	322	-	232	-	-	-	-
WHOLESALE TRADE -----	2,226	4.39	4.28	3.25- 5.55	32	64	90	79	43	91	283	314	225	208	48	243	273	-	232	-	-	-	-
RECEIVING CLERKS -----	3,720	4.98	5.05	4.15- 5.82	-	17	-	15	36	91	289	311	423	396	473	420	514	392	193	149	2	-	-
MANUFACTURING -----	1,342	4.66	4.57	4.00- 5.29	-	-	-	-	12	44	141	135	222	254	144	138	59	132	52	9	-	-	-
NONMANUFACTURING -----	2,377	5.16	5.35	4.30- 5.88	-	17	-	15	24	46	148	176	200	142	329	282	454	260	141	140	2	-	-
WHOLESALE TRADE -----	1,239	5.23	5.23	4.30- 5.85	-	-	-	-	-	5	39	107	164	91	188	156	234	111	79	64	-	-	-
RETAIL TRADE -----	1,039	5.20	5.37	4.60- 6.02	-	17	-	-	24	33	88	40	31	50	138	125	218	143	62	71	-	-	-
SHIPPING CLERKS -----	1,898	5.05	5.14	4.27- 5.79	-	-	-	28	12	11	107	169	197	191	274	263	265	206	155	21	-	-	-
MANUFACTURING -----	979	4.88	4.94	4.10- 5.45	-	-	-	-	-	-	84	96	147	100	193	153	57	106	37	7	-	-	-
NONMANUFACTURING -----	920	5.24	5.59	4.46- 6.01	-	-	-	28	12	11	23	73	50	91	82	110	208	100	118	14	-	-	-
WHOLESALE TRADE -----	749	5.27	5.59	4.46- 5.94	-	-	-	-	12	3	13	70	46	88	72	99	189	50	103	5	-	-	-
SHIPPING AND RECEIVING CLERKS -----	4,067	5.00	5.05	4.06- 5.81	3	8	5	14	21	68	217	506	433	447	427	444	884	442	82	50	15	-	-
MANUFACTURING -----	1,947	4.87	4.81	4.00- 5.77	-	-	-	-	10	57	97	276	234	277	224	151	508	52	35	10	15	-	-
NONMANUFACTURING -----	2,120	5.11	5.40	4.15- 5.85	3	8	5	14	11	11	120	230	199	170	203	293	376	390	47	40	-	-	-
WHOLESALE TRADE -----	780	5.03	4.95	4.25- 5.79	-	-	-	9	-	-	9	75	139	115	70	64	228	40	20	11	-	-	-
RETAIL TRADE -----	1,047	5.18	5.50	3.96- 6.30	3	8	5	5	11	10	74	147	46	33	107	107	114	322	25	29	-	-	-

See footnotes at end of table A-30.

Table A-25. Hourly earnings of custodial and material movement workers in the West,⁵ July 1975—Continued

Occupation and industry division	Number of workers	Hourly earnings ⁶			Number of workers receiving straight-time hourly earnings of—																				
		Mean ²	Median ²	Middle range ²	\$ 2.00	\$ 2.20	\$ 2.40	\$ 2.60	\$ 2.80	\$ 3.00	\$ 3.20	\$ 3.60	\$ 4.00	\$ 4.40	\$ 4.80	\$ 5.20	\$ 5.60	\$ 6.00	\$ 6.40	\$ 6.80	\$ 7.20	\$ 7.60			
					and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and
					2.20	2.40	2.60	2.80	3.00	3.20	3.60	4.00	4.40	4.80	5.20	5.60	6.00	6.40	6.80	7.20	7.60	over			
ALL WORKERS-- CONTINUED																									
TRUCKDRIVERS -----	53,761	\$ 6.23	\$ 6.76	\$ 5.45- 7.13	24	271	201	281	247	811	1319	918	2210	2464	2842	2931	2912	5146	5378	15015	7867	2925			
MANUFACTURING -----	13,676	6.24	6.48	5.28- 6.98	-	24	-	24	25	84	300	292	517	872	1177	706	1035	1493	1939	2402	1277	1511			
NONMANUFACTURING -----	40,085	6.22	6.84	5.52- 7.15	24	246	201	258	221	727	1019	626	1693	1593	1666	2225	1677	3653	3440	12613	6591	1413			
PUBLIC UTILITIES -----	20,098	6.83	7.03	6.76- 7.27	-	-	-	-	-	-	-	19	403	576	156	581	440	1473	1682	9257	5133	379			
WHOLESALE TRADE -----	12,257	5.64	5.96	4.64- 6.76	-	-	9	118	30	427	547	372	761	912	1253	1250	466	1736	1522	1569	867	418			
RETAIL TRADE -----	6,056	5.78	6.65	4.15- 7.09	-	74	136	103	155	247	414	226	479	83	131	229	220	345	227	1781	591	616			
SERVICES -----	1,649	4.79	5.60	3.50- 5.75	24	172	56	36	37	53	59	9	51	16	118	156	750	98	8	6	-	-			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	5,768	4.65	4.25	3.25- 5.75	24	271	180	84	159	648	648	443	565	361	140	201	640	259	47	990	36	71			
MANUFACTURING -----	1,146	5.26	5.19	4.20- 6.94	-	24	-	4	17	47	75	69	64	213	61	70	33	138	19	310	-	-			
NONMANUFACTURING -----	4,622	4.50	4.03	3.03- 5.75	24	246	180	80	142	601	573	374	501	148	79	131	607	121	28	680	36	71			
WHOLESALE TRADE -----	2,001	3.98	3.72	3.25- 4.25	-	-	9	10	21	384	453	302	394	123	16	97	10	108	15	22	36	-			
RETAIL TRADE -----	830	3.31	3.00	2.59- 3.50	-	74	136	70	115	164	98	51	-	14	54	12	-	-	12	30	-	-			
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	18,003	6.10	6.53	5.06- 7.10	-	-	21	62	60	90	630	323	569	1229	1826	1029	1018	2065	1372	4886	2754	68			
MANUFACTURING -----	3,913	5.74	6.16	4.84- 6.85	-	-	-	20	8	37	219	119	191	353	510	391	61	491	433	667	383	31			
NONMANUFACTURING -----	14,090	6.20	6.76	5.44- 7.10	-	-	21	43	52	53	412	204	378	877	1316	638	957	1575	939	4219	2371	37			
PUBLIC UTILITIES -----	8,674	6.80	7.00	6.76- 7.27	-	-	-	-	-	-	-	-	6	509	11	345	276	580	828	3850	2233	37			
WHOLESALE TRADE -----	3,477	5.35	5.06	5.00- 6.05	-	-	-	-	9	-	65	56	315	302	1134	126	394	804	41	210	21	-			
RETAIL TRADE -----	1,362	5.05	5.25	3.55- 6.26	-	-	-	6	12	53	310	142	56	48	52	135	123	93	62	153	117	-			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	19,213	6.67	6.95	6.38- 7.16	-	-	-	108	-	43	24	31	576	373	381	1095	365	2020	2403	7061	3171	1561			
MANUFACTURING -----	3,692	6.53	6.62	6.20- 7.03	-	-	-	-	-	-	3	25	131	32	289	159	160	312	916	1041	367	258			
NONMANUFACTURING -----	15,521	6.70	7.03	6.39- 7.23	-	-	-	108	-	43	21	6	446	341	92	936	205	1708	1487	6021	2804	1303			
PUBLIC UTILITIES -----	6,662	7.02	7.12	6.85- 7.39	-	-	-	-	-	-	-	-	-	5	10	11	121	735	302	3428	1779	270			
WHOLESALE TRADE -----	5,256	6.29	6.55	5.30- 7.03	-	-	-	108	-	43	15	-	40	320	61	853	37	721	1056	1029	556	418			
RETAIL TRADE -----	3,592	6.70	7.03	6.47- 7.23	-	-	-	-	-	-	6	6	406	16	21	62	47	252	129	1564	469	614			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	8,088	6.54	6.88	5.96- 7.27	-	-	-	27	-	-	-	92	465	428	417	217	730	489	1124	1955	921	1224			
MANUFACTURING -----	4,073	6.74	6.79	5.96- 7.83	-	-	-	-	-	-	-	76	98	201	243	47	724	280	483	375	325	1222			
NONMANUFACTURING -----	4,015	6.35	6.97	6.06- 7.07	-	-	-	27	-	-	-	16	367	227	174	170	6	209	640	1580	596	2			
PUBLIC UTILITIES -----	2,995	6.46	7.03	6.30- 7.07	-	-	-	-	-	-	-	-	339	54	130	150	2	126	276	1327	592	-			
WORKERS, POWER (FORKLIFT) -----	13,686	5.33	5.31	4.64- 6.14	-	-	154	46	38	143	369	724	1259	1494	1840	2053	1639	1553	1080	877	382	36			
MANUFACTURING -----	8,783	5.00	4.95	4.47- 5.57	-	-	-	-	38	119	243	667	1042	1123	1787	1754	940	807	143	99	15	7			
NONMANUFACTURING -----	4,903	5.90	6.29	5.45- 6.78	-	-	154	46	-	24	127	57	217	371	53	299	700	746	937	778	367	29			
PUBLIC UTILITIES -----	865	6.96	7.10	6.76- 7.34	-	-	-	-	-	-	-	-	-	-	3	7	111	41	130	188	367	20			
WHOLESALE TRADE -----	2,638	5.47	5.78	4.66- 6.42	-	-	154	46	-	-	54	51	180	371	23	136	487	468	517	150	-	-			
RETAIL TRADE -----	1,393	6.07	6.40	5.68- 6.82	-	-	-	-	-	24	73	6	37	-	28	152	96	237	291	440	-	9			
WORKERS, POWER (OTHER THAN FORKLIFT) -----	1,585	5.86	6.02	5.28- 6.34	-	-	-	-	-	4	3	30	7	28	283	226	204	466	238	52	46	-			
MANUFACTURING -----	1,030	5.61	5.48	4.98- 6.29	-	-	-	-	-	-	3	30	7	26	283	217	167	74	200	25	-	-			
HOUSEMEN -----	21,916	5.20	5.41	4.30- 6.15	16	95	70	170	261	623	1670	1274	2645	1855	1381	2077	3386	2425	1998	1869	81	19			
MANUFACTURING -----	5,172	4.45	4.30	3.65- 5.21	-	52	12	44	17	268	798	647	824	513	648	672	369	204	96	5	3	-			
NONMANUFACTURING -----	16,744	5.43	5.67	4.42- 6.19	16	43	58	126	244	355	873	627	1821	1342	733	1405	3017	2220	1903	1864	78	19			
PUBLIC UTILITIES -----	2,135	6.58	7.02	6.12- 7.10	-	-	-	-	-	1	1	7	19	24	37	268	112	173	258	1199	18	18			
WHOLESALE TRADE -----	9,560	5.27	5.65	4.30- 5.94	-	-	32	82	90	196	380	258	1471	1003	284	740	2742	1144	1028	49	60	-			
RETAIL TRADE -----	4,905	5.26	5.41	3.97- 6.44	16	43	26	44	154	151	482	315	310	300	395	370	163	903	616	616	-	1			

See footnotes at end of table A-30.

Table A-26. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the United States, July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	10,421	\$ 5.22	MECHANICS, MAINTENANCE -----	99,093	\$ 6.00	LABORERS, MATERIAL HANDLING -----	192,475	4.53
MANUFACTURING -----	8,978	5.25	MANUFACTURING -----	90,995	5.97	MANUFACTURING -----	108,004	4.30
NONMANUFACTURING -----	1,444	5.09	NONMANUFACTURING -----	8,098	6.28	NONMANUFACTURING -----	84,471	4.82
FINANCE -----	481	4.72	PUBLIC UTILITIES -----	4,246	6.77	PUBLIC UTILITIES -----	30,900	6.03
SERVICES -----	363	4.38	WHOLESALE TRADE -----	1,484	5.96	WHOLESALE TRADE -----	26,910	4.25
CARPENTERS, MAINTENANCE -----	15,542	6.14	RETAIL TRADE -----	888	5.97	RETAIL TRADE -----	24,860	4.01
MANUFACTURING -----	10,341	6.08	SERVICES -----	1,055	5.39	SERVICES -----	1,753	3.82
NONMANUFACTURING -----	5,201	6.25	MILLWRIGHTS -----	27,912	6.73	ORDER FILLERS -----	88,852	4.71
PUBLIC UTILITIES -----	1,592	6.04	MANUFACTURING -----	27,635	6.73	MANUFACTURING -----	21,182	4.47
RETAIL TRADE -----	1,346	7.02	PAINTERS, MAINTENANCE -----	11,072	6.02	NONMANUFACTURING -----	67,670	4.79
FINANCE -----	1,151	6.20	MANUFACTURING -----	7,115	6.18	PUBLIC UTILITIES -----	2,082	5.06
SERVICES -----	921	5.53	NONMANUFACTURING -----	3,957	5.72	WHOLESALE TRADE -----	46,861	4.66
ELECTRICIANS, MAINTENANCE -----	61,236	6.44	PUBLIC UTILITIES -----	655	6.44	RETAIL TRADE -----	18,478	5.11
MANUFACTURING -----	53,034	6.40	RETAIL TRADE -----	433	6.60	PACKERS, SHIPPING -----	44,358	4.29
NONMANUFACTURING -----	8,202	6.72	FINANCE -----	1,535	5.67	MANUFACTURING -----	31,999	4.33
PUBLIC UTILITIES -----	5,002	6.93	SERVICES -----	1,248	5.09	NONMANUFACTURING -----	12,359	4.19
WHOLESALE TRADE -----	447	6.26	PIPEFITTERS, MAINTENANCE -----	26,571	6.61	WHOLESALE TRADE -----	9,385	4.29
RETAIL TRADE -----	721	7.03	MANUFACTURING -----	25,652	6.61	RETAIL TRADE -----	1,995	3.92
FINANCE -----	947	6.54	NONMANUFACTURING -----	919	6.64	RECEIVING CLERKS -----	25,337	4.61
SERVICES -----	1,085	5.90	PUBLIC UTILITIES -----	575	6.72	MANUFACTURING -----	11,124	4.63
ENGINEERS, STATIONARY -----	22,080	6.27	SHEET-METAL WORKERS, MAINTENANCE --	5,958	6.69	NONMANUFACTURING -----	14,213	4.59
MANUFACTURING -----	13,763	6.36	MANUFACTURING -----	5,594	6.73	PUBLIC UTILITIES -----	399	5.28
NONMANUFACTURING -----	8,318	6.12	NONMANUFACTURING -----	404	6.13	WHOLESALE TRADE -----	6,003	4.70
PUBLIC UTILITIES -----	1,523	6.26	PUBLIC UTILITIES -----	337	6.17	RETAIL TRADE -----	7,284	4.51
WHOLESALE TRADE -----	361	6.08	TOOL AND DIE MAKERS -----	51,439	6.66	SERVICES -----	464	3.81
RETAIL TRADE -----	1,406	6.51	MANUFACTURING -----	51,221	6.66	SHIPPING CLERKS -----	14,379	4.79
FINANCE -----	2,611	5.97	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	8,332	4.66
SERVICES -----	2,417	5.96	GUARDS AND WATCHMEN -----	180,543	3.03	NONMANUFACTURING -----	6,047	4.96
HELPERS, MAINTENANCE TRADES -----	19,978	4.98	MANUFACTURING -----	34,959	4.67	WHOLESALE TRADE -----	4,170	5.00
MANUFACTURING -----	15,431	5.07	NONMANUFACTURING -----	145,584	2.63	RETAIL TRADE -----	1,632	4.88
NONMANUFACTURING -----	4,547	4.69	PUBLIC UTILITIES -----	1,955	4.83	SHIPPING AND RECEIVING CLERKS -----	17,124	4.68
PUBLIC UTILITIES -----	3,380	4.91	WHOLESALE TRADE -----	1,217	3.97	MANUFACTURING -----	9,598	4.57
WHOLESALE TRADE -----	254	4.92	RETAIL TRADE -----	4,671	3.51	NONMANUFACTURING -----	7,526	4.82
FINANCE -----	302	3.36	SERVICES -----	11,959	3.88	PUBLIC UTILITIES -----	654	5.64
SERVICES -----	364	3.76		125,781	2.43	WHOLESALE TRADE -----	3,763	4.91
MACHINE-TOOL OPERATORS, TOOLROOM --	21,204	6.57				RETAIL TRADE -----	2,501	4.60
MANUFACTURING -----	21,034	6.58				SERVICES -----	518	4.29
MACHINISTS, MAINTENANCE -----	39,221	6.25				TRUCKDRIVERS -----	295,131	5.68
MANUFACTURING -----	36,881	6.21	GUARDS: -----			MANUFACTURING -----	71,925	5.25
NONMANUFACTURING -----	2,340	6.98	MANUFACTURING -----	26,382	5.04	NONMANUFACTURING -----	223,206	5.82
PUBLIC UTILITIES -----	2,073	7.12	WATCHMEN: -----			PUBLIC UTILITIES -----	112,946	6.55
MECHANICS, AUTOMOTIVE -----			MANUFACTURING -----	8,577	3.54	WHOLESALE TRADE -----	68,623	5.19
(MAINTENANCE) -----	61,316	6.32	JANITORS, PORTERS, AND CLEANERS --	274,989	3.52	RETAIL TRADE -----	33,545	4.96
MANUFACTURING -----	16,838	6.01	MANUFACTURING -----	92,061	4.24	FINANCE -----	730	4.23
NONMANUFACTURING -----	44,478	6.44	NONMANUFACTURING -----	182,927	3.16	SERVICES -----	7,363	4.50
PUBLIC UTILITIES -----	34,560	6.58	PUBLIC UTILITIES -----	12,215	4.63			
WHOLESALE TRADE -----	3,744	6.09	WHOLESALE TRADE -----	6,113	3.83			
RETAIL TRADE -----	2,494	6.07	RETAIL TRADE -----	26,364	3.04			
SERVICES -----	3,545	5.68	FINANCE -----	24,704	3.54			
			SERVICES -----	113,531	2.89			

See footnotes at end of table A-30.

Table A-26. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the United States, July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN--CONTINUED		
TRUCKDRIVERS - CONTINUED			TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	14,298	\$ 5.18	LABORERS, MATERIAL HANDLING -----	4,849	\$ 3.82
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	27,706	4.24	MANUFACTURING -----	11,450	5.11	MANUFACTURING -----	2,635	4.12
MANUFACTURING -----	6,096	4.61	NONMANUFACTURING -----	2,848	5.44	NONMANUFACTURING -----	2,214	3.46
NONMANUFACTURING -----	21,610	4.14	PUBLIC UTILITIES -----	312	5.58	WHOLESALE TRADE -----	446	4.14
PUBLIC UTILITIES -----	3,348	6.24	WHOLESALE TRADE -----	1,246	5.31	RETAIL TRADE -----	1,586	3.12
WHOLESALE TRADE -----	10,265	3.87	RETAIL TRADE -----	1,286	5.55			
RETAIL TRADE -----	4,937	3.26	WAREHOUSEMEN -----	77,466	4.87	ORDER FILLERS -----	20,944	3.37
FINANCE -----	428	4.32	MANUFACTURING -----	24,829	4.54	MANUFACTURING -----	5,712	3.41
SERVICES -----	2,632	4.14	NONMANUFACTURING -----	52,637	5.03	NONMANUFACTURING -----	15,231	3.36
			PUBLIC UTILITIES -----	8,945	5.66	WHOLESALE TRADE -----	9,567	3.31
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	89,713	5.40	WHOLESALE TRADE -----	30,245	5.02	RETAIL TRADE -----	5,037	3.48
MANUFACTURING -----	20,839	4.95	RETAIL TRADE -----	12,767	4.63			
NONMANUFACTURING -----	68,875	5.54	SERVICES -----	526	4.27	PACKERS, SHIPPING -----	25,399	3.44
PUBLIC UTILITIES -----	31,853	6.48				MANUFACTURING -----	16,118	3.52
WHOLESALE TRADE -----	22,679	4.97				NONMANUFACTURING -----	9,281	3.32
RETAIL TRADE -----	10,682	4.33				WHOLESALE TRADE -----	3,389	3.72
SERVICES -----	3,398	4.43				RETAIL TRADE -----	3,563	3.18
			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN					
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	113,099	6.17	GUARDS AND WATCHMEN -----	6,320	2.64	RECEIVING CLERKS -----	1,645	3.57
MANUFACTURING -----	20,627	5.39	MANUFACTURING -----	585	4.85	MANUFACTURING -----	561	4.14
NONMANUFACTURING -----	92,472	6.34	NONMANUFACTURING -----	5,735	2.42	NONMANUFACTURING -----	1,085	3.28
PUBLIC UTILITIES -----	55,390	6.62	RETAIL TRADE -----	406	3.01	RETAIL TRADE -----	896	3.10
WHOLESALE TRADE -----	23,382	5.82	SERVICES -----	5,138	2.32			
RETAIL TRADE -----	12,800	6.14				SHIPPING CLERKS -----	932	3.85
			GUARDS: -----			MANUFACTURING -----	670	4.00
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	37,128	5.58	MANUFACTURING -----	525	4.92	NONMANUFACTURING -----	262	3.45
MANUFACTURING -----	17,422	5.45				SHIPPING AND RECEIVING CLERKS -----	799	4.07
NONMANUFACTURING -----	19,705	5.70	JANITORS, PORTERS, AND CLEANERS -----	112,125	3.07	MANUFACTURING -----	503	4.13
PUBLIC UTILITIES -----	8,600	6.26	MANUFACTURING -----	12,515	3.94			
WHOLESALE TRADE -----	7,741	5.48	NONMANUFACTURING -----	99,606	2.96	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	555	3.05
RETAIL TRADE -----	3,208	4.83	PUBLIC UTILITIES -----	3,296	3.98	NONMANUFACTURING -----	556	3.00
			WHOLESALE TRADE -----	937	2.98			
TRUCKERS, POWER (FORKLIFT) -----	141,156	4.96	RETAIL TRADE -----	4,893	2.70	TRUCKERS, POWER (FORKLIFT) -----	1,290	4.52
MANUFACTURING -----	110,939	4.90	FINANCE -----	19,792	3.10	MANUFACTURING -----	1,129	4.51
NONMANUFACTURING -----	30,217	5.17	SERVICES -----	70,689	2.89			
PUBLIC UTILITIES -----	6,051	5.46				WAREHOUSEMEN -----	1,922	4.09
WHOLESALE TRADE -----	14,793	5.04				MANUFACTURING -----	675	4.25
RETAIL TRADE -----	8,651	5.31				NONMANUFACTURING -----	1,247	4.01
						RETAIL TRADE -----	403	3.83

See footnotes at end of table A-30.

Table A-27. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the Northeast, July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		\$
BOILER TENDERS -----	3,632	4.88	PAINTERS, MAINTENANCE -----	2,842	5.56	PACKERS, SHIPPING -----	12,722	3.99
MANUFACTURING -----	3,187	4.87	MANUFACTURING -----	1,762	5.70	MANUFACTURING -----	9,970	4.09
NONMANUFACTURING -----	445	4.95	NONMANUFACTURING -----	1,080	5.33	NONMANUFACTURING -----	2,753	3.64
CARPENTERS, MAINTENANCE -----	4,868	5.93	SERVICES -----	503	4.35	WHOLESALE TRADE -----	1,785	3.63
MANUFACTURING -----	3,133	5.71	PIPEFITTERS, MAINTENANCE -----	6,615	6.09	RETAIL TRADE -----	645	3.54
NONMANUFACTURING -----	1,735	6.32	MANUFACTURING -----	6,249	6.08	RECEIVING CLERKS -----	6,698	4.46
PUBLIC UTILITIES -----	466	6.16	NONMANUFACTURING -----	365	6.34	MANUFACTURING -----	2,994	4.41
RETAIL TRADE -----	529	7.37	SHEET-METAL WORKERS, MAINTENANCE -----	1,369	6.19	NONMANUFACTURING -----	3,704	4.50
FINANCE -----	361	6.05	MANUFACTURING -----	1,219	6.21	WHOLESALE TRADE -----	1,282	4.78
SERVICES -----	365	5.27	TCOIL AND DIE MAKERS -----	12,864	6.13	RETAIL TRADE -----	2,148	4.35
ELECTRICIANS, MAINTENANCE -----	14,641	6.01	MANUFACTURING -----	12,718	6.12	SHIPPING CLERKS -----	4,825	4.64
MANUFACTURING -----	12,387	5.93	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	2,977	4.47
NONMANUFACTURING -----	2,254	6.45	GUARDS AND WATCHMEN -----	55,328	3.11	NONMANUFACTURING -----	1,848	4.91
PUBLIC UTILITIES -----	1,018	6.74	MANUFACTURING -----	9,399	4.30	WHOLESALE TRADE -----	1,079	5.04
RETAIL TRADE -----	281	7.49	NONMANUFACTURING -----	45,929	2.87	RETAIL TRADE -----	644	4.70
FINANCE -----	493	6.17	PUBLIC UTILITIES -----	487	4.80	SHIPPING AND RECEIVING CLERKS -----	4,789	4.39
SERVICES -----	412	5.34	RETAIL TRADE -----	1,809	3.45	MANUFACTURING -----	3,057	4.25
ENGINEERS, STATIONARY -----	5,564	6.04	FINANCE -----	5,322	4.30	NONMANUFACTURING -----	1,732	4.62
MANUFACTURING -----	3,209	5.94	SERVICES -----	37,982	2.61	WHOLESALE TRADE -----	713	5.23
NONMANUFACTURING -----	2,355	6.17	GUARDS: -----			RETAIL TRADE -----	664	3.71
PUBLIC UTILITIES -----	650	6.66	MANUFACTURING -----	6,602	4.62	TRUCKDRIVERS -----	71,350	5.85
FINANCE -----	850	6.17	WATCHMEN: -----			MANUFACTURING -----	17,036	5.37
SERVICES -----	591	5.39	MANUFACTURING -----	2,797	3.52	NONMANUFACTURING -----	54,315	6.00
HELPERS, MAINTENANCE TRADES -----	5,954	4.91	JANITORS, PORTERS, AND CLEANERS -----	80,974	3.80	PUBLIC UTILITIES -----	27,040	6.64
MANUFACTURING -----	4,799	4.91	MANUFACTURING -----	23,563	4.02	WHOLESALE TRADE -----	19,214	5.66
NONMANUFACTURING -----	1,156	4.91	NONMANUFACTURING -----	57,411	3.71	RETAIL TRADE -----	6,306	4.68
PUBLIC UTILITIES -----	827	5.23	PUBLIC UTILITIES -----	4,619	4.80	SERVICES -----	1,479	4.31
MACHINE-TOOL OPERATORS, TOOLROOM -----	3,920	6.00	WHOLESALE TRADE -----	1,429	4.01	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	5,913	4.92
MANUFACTURING -----	3,918	6.00	RETAIL TRADE -----	6,406	3.18	MANUFACTURING -----	1,715	4.71
MACHINISTS, MAINTENANCE -----	12,893	5.99	FINANCE -----	10,609	4.29	NONMANUFACTURING -----	4,198	5.01
MANUFACTURING -----	12,008	5.91	SERVICES -----	34,347	3.48	WHOLESALE TRADE -----	1,883	5.09
NONMANUFACTURING -----	885	7.04	LABORERS, MATERIAL HANDLING -----	45,546	4.48	RETAIL TRADE -----	688	3.58
PUBLIC UTILITIES -----	747	7.34	MANUFACTURING -----	26,901	4.14	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	18,936	5.48
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	13,392	6.23	NONMANUFACTURING -----	18,645	4.97	MANUFACTURING -----	4,533	4.89
MANUFACTURING -----	3,036	5.81	PUBLIC UTILITIES -----	6,606	6.13	NONMANUFACTURING -----	14,403	5.66
NONMANUFACTURING -----	10,356	6.35	WHOLESALE TRADE -----	5,628	4.77	PUBLIC UTILITIES -----	5,482	6.60
PUBLIC UTILITIES -----	7,624	6.55	RETAIL TRADE -----	5,959	3.99	WHOLESALE TRADE -----	5,659	5.73
WHOLESALE TRADE -----	1,019	5.99	ORDER FILLERS -----	20,007	4.81	RETAIL TRADE -----	2,264	3.87
RETAIL TRADE -----	663	5.44	MANUFACTURING -----	6,285	4.38	SERVICES -----	923	4.16
MECHANICS, MAINTENANCE -----	22,446	5.67	NONMANUFACTURING -----	13,722	5.00	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	26,234	6.24
MANUFACTURING -----	20,063	5.63	WHOLESALE TRADE -----	9,319	4.84	MANUFACTURING -----	4,993	5.56
NONMANUFACTURING -----	2,383	6.01	RETAIL TRADE -----	3,663	5.52	NONMANUFACTURING -----	21,241	6.40
PUBLIC UTILITIES -----	1,071	6.73				PUBLIC UTILITIES -----	13,208	6.71
RETAIL TRADE -----	570	5.73				WHOLESALE TRADE -----	6,487	5.97
MILLWRIGHTS -----	5,824	6.28				RETAIL TRADE -----	1,470	5.56
MANUFACTURING -----	5,757	6.29						

See footnotes at end of table A-30.

Table A-27. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the Northeast, ⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN--CONTINUED		
TRUCKDRIVERS - CONTINUED			WAREHOUSEMEN -----	18,899	\$ 4.57	LABORERS, MATERIAL HANDLING -----	632	\$ 3.57
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	11,528	5.72	MANUFACTURING -----	5,366	4.40	GROER FILLERS -----	4,202	3.23
MANUFACTURING -----	3,659	5.47	NONMANUFACTURING -----	13,533	4.63	MANUFACTURING -----	1,476	3.22
NONMANUFACTURING -----	7,869	5.84	PUBLIC UTILITIES -----	1,682	4.98	NONMANUFACTURING -----	2,725	3.24
PUBLIC UTILITIES -----	2,822	6.64	WHOLESALE TRADE -----	9,052	4.72	WHOLESALE TRADE -----	1,798	3.20
WHOLESALE TRADE -----	3,880	5.51	RETAIL TRADE -----	2,579	4.16			
TRUCKERS, POWER (FORKLIFT) -----	26,544	4.88	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN			PACKERS, SHIPPING -----	7,514	3.14
MANUFACTURING -----	21,068	4.70	GUARDS AND WATCHMEN -----	1,299	2.78	MANUFACTURING -----	5,267	3.28
NONMANUFACTURING -----	5,876	5.53	NONMANUFACTURING -----	1,196	2.61	NONMANUFACTURING -----	2,247	2.81
PUBLIC UTILITIES -----	1,199	6.42	SERVICES -----	1,018	2.46	RECEIVING CLERKS -----	415	3.56
WHOLESALE TRADE -----	2,854	5.30						
RETAIL TRADE -----	1,654	5.47	JANITORS, PORTERS, AND CLEANERS ---	36,542	3.63	SHIPPING CLERKS -----	334	3.49
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	3,827	5.05	MANUFACTURING -----	2,894	3.83			
MANUFACTURING -----	3,210	5.07	NONMANUFACTURING -----	33,648	3.62			
			PUBLIC UTILITIES -----	935	4.24			
			RETAIL TRADE -----	1,093	2.81			
			FINANCE -----	7,358	3.59			
			SERVICES -----	24,097	3.64			

See footnotes at end of table A-30.

Table A-28. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the South,⁵ July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
BOILER TENDERS -----	2,020	\$ 4.55	PIPEFITTERS, MAINTENANCE -----	5,031	\$ 6.63	RECEIVING CLERKS -----	6,920	\$ 4.22
MANUFACTURING -----	1,761	4.68	MANUFACTURING -----	4,972	6.64	MANUFACTURING -----	2,601	4.37
CARPENTERS, MAINTENANCE -----	3,503	5.64	SHEET-METAL WORKERS, MAINTENANCE -----	899	6.53	NONMANUFACTURING -----	4,318	4.13
MANUFACTURING -----	2,107	5.81	MANUFACTURING -----	851	6.57	WHOLESALE TRADE -----	1,970	4.14
NONMANUFACTURING -----	1,396	5.38	TOOL AND DIE MAKERS -----	5,562	5.96	RETAIL TRADE -----	2,183	4.15
PUBLIC UTILITIES -----	256	6.26	MANUFACTURING -----	5,527	5.97	SHIPPING CLERKS -----	2,743	4.33
RETAIL TRADE -----	423	6.09				MANUFACTURING -----	1,196	4.19
FINANCE -----	398	4.77				NONMANUFACTURING -----	1,547	4.44
SERVICES -----	258	4.40				WHOLESALE TRADE -----	1,125	4.46
ELECTRICIANS, MAINTENANCE -----	12,998	5.98	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			RETAIL TRADE -----	363	4.44
MANUFACTURING -----	11,348	5.97				SHIPPING AND RECEIVING CLERKS -----	2,812	4.21
NONMANUFACTURING -----	1,650	6.06	GUARDS AND WATCHMEN -----	46,528	2.60	MANUFACTURING -----	1,359	4.36
PUBLIC UTILITIES -----	985	6.57	MANUFACTURING -----	7,178	3.84	NONMANUFACTURING -----	1,453	4.07
ENGINEERS, STATIONARY -----	4,582	5.65	NONMANUFACTURING -----	39,350	2.38	WHOLESALE TRADE -----	940	4.12
MANUFACTURING -----	2,744	6.04	PUBLIC UTILITIES -----	487	4.09	TRUCKDRIVERS -----	83,304	4.69
NONMANUFACTURING -----	1,838	5.07	WHOLESALE TRADE -----	307	3.31	MANUFACTURING -----	19,830	4.06
RETAIL TRADE -----	390	5.74	RETAIL TRADE -----	1,101	3.16	NONMANUFACTURING -----	63,474	4.88
FINANCE -----	632	4.43	FINANCE -----	2,809	3.12	PUBLIC UTILITIES -----	28,810	6.01
SERVICES -----	486	5.33	SERVICES -----	34,648	2.26	WHOLESALE TRADE -----	19,734	3.90
HELPERS, MAINTENANCE TRADES -----	4,751	4.59				RETAIL TRADE -----	12,035	4.06
MANUFACTURING -----	3,088	4.86	GUARDS: -----			SERVICES -----	2,626	3.79
NONMANUFACTURING -----	1,663	4.08	MANUFACTURING -----	4,293	4.36	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	10,067	3.28
PUBLIC UTILITIES -----	1,215	4.27	WATCHMEN: -----			MANUFACTURING -----	1,541	3.67
MACHINE-TOOL OPERATORS, TOOLROOM -----	1,820	5.87	MANUFACTURING -----	2,886	3.05	NONMANUFACTURING -----	8,526	3.21
MANUFACTURING -----	1,758	5.86	JANITORS, PORTERS, AND CLEANERS -----	77,345	2.75	WHOLESALE TRADE -----	4,634	3.07
MACHINISTS, MAINTENANCE -----	8,290	6.12	MANUFACTURING -----	19,379	3.65	RETAIL TRADE -----	2,217	2.79
MANUFACTURING -----	7,770	6.07	NONMANUFACTURING -----	57,967	2.45	SERVICES -----	909	3.16
NONMANUFACTURING -----	520	6.92	PUBLIC UTILITIES -----	2,457	4.01	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	30,859	4.57
PUBLIC UTILITIES -----	506	6.97	WHOLESALE TRADE -----	1,597	3.10	MANUFACTURING -----	6,128	3.90
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	18,141	5.76	RETAIL TRADE -----	8,559	2.65	NONMANUFACTURING -----	24,731	4.74
MANUFACTURING -----	4,263	5.12	FINANCE -----	7,486	2.51	PUBLIC UTILITIES -----	10,709	6.09
NONMANUFACTURING -----	13,878	5.95	SERVICES -----	37,867	2.26	WHOLESALE TRADE -----	7,982	3.67
PUBLIC UTILITIES -----	10,373	6.15	LABORERS, MATERIAL HANDLING -----	51,444	3.70	RETAIL TRADE -----	4,379	3.62
WHOLESALE TRADE -----	776	5.41	MANUFACTURING -----	29,192	3.74	SERVICES -----	1,485	4.18
RETAIL TRADE -----	860	5.49	NONMANUFACTURING -----	22,252	3.63	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	29,873	5.34
SERVICES -----	1,796	5.24	PUBLIC UTILITIES -----	5,356	4.37	MANUFACTURING -----	5,262	3.94
MECHANICS, MAINTENANCE -----	25,767	5.63	WHOLESALE TRADE -----	8,397	3.25	NONMANUFACTURING -----	24,610	5.64
MANUFACTURING -----	23,892	5.61	RETAIL TRADE -----	7,965	3.49	PUBLIC UTILITIES -----	14,850	6.03
NONMANUFACTURING -----	1,875	5.93	ORDER FILLERS -----	23,721	4.07	WHOLESALE TRADE -----	5,630	4.82
PUBLIC UTILITIES -----	1,153	6.31	MANUFACTURING -----	4,428	3.89	RETAIL TRADE -----	3,955	5.46
SERVICES -----	365	4.89	NONMANUFACTURING -----	19,292	4.11	TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	8,371	4.27
MILLWRIGHTS -----	3,275	6.68	WHOLESALE TRADE -----	11,758	3.92	MANUFACTURING -----	5,395	4.30
MANUFACTURING -----	3,272	6.68	RETAIL TRADE -----	7,182	4.46	NONMANUFACTURING -----	2,976	4.23
PAINTERS, MAINTENANCE -----	2,894	5.51	PACKERS, SHIPPING -----	8,007	3.73			
MANUFACTURING -----	1,621	6.13	MANUFACTURING -----	5,233	3.72			
NONMANUFACTURING -----	1,274	4.72	NONMANUFACTURING -----	2,774	3.75			
FINANCE -----	646	4.33	WHOLESALE TRADE -----	2,021	3.93			
SERVICES -----	313	3.99	RETAIL TRADE -----	711	3.29			

See footnotes at end of table A-30.

Table A-28. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the South,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN--CONTINUED		\$
TRUCKERS, POWER (FORKLIFT) -----	35,446	4.21	GUARDS AND WATCHMEN -----	2,408	2.41	ORDER FILLERS -----	7,524	3.06
MANUFACTURING -----	25,275	4.21	NONMANUFACTURING -----	2,275	2.32	MANUFACTURING -----	1,476	3.11
NONMANUFACTURING -----	10,167	4.20	SERVICES -----	2,160	2.26	NONMANUFACTURING -----	6,048	3.04
PUBLIC UTILITIES -----	2,612	4.25				WHOLESALE TRADE -----	3,118	2.74
WHOLESALE TRADE -----	4,338	3.84	JANITORS, PORTERS, AND CLEANERS ---	37,999	2.37	RETAIL TRADE -----	2,781	3.43
RETAIL TRADE -----	3,204	4.66	MANUFACTURING -----	3,625	3.35			
			NONMANUFACTURING -----	34,374	2.27	PACKERS, SHIPPING -----	6,621	3.12
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	2,771	4.45	PUBLIC UTILITIES -----	732	3.55	MANUFACTURING -----	4,435	3.09
MANUFACTURING -----	2,236	4.48	WHOLESALE TRADE -----	461	2.56	NONMANUFACTURING -----	2,187	3.17
			RETAIL TRADE -----	1,808	2.48	RETAIL TRADE -----	1,383	3.39
WAREHOUSEMEN -----	13,925	4.19	FINANCE -----	5,991	2.38			
MANUFACTURING -----	5,339	4.21	SERVICES -----	25,383	2.19	RECEIVING CLERKS -----	463	3.14
NONMANUFACTURING -----	8,586	4.18				NONMANUFACTURING -----	365	2.95
PUBLIC UTILITIES -----	2,388	4.75	LABORERS, MATERIAL HANDLING -----	1,454	3.70	RETAIL TRADE -----	339	2.94
WHOLESALE TRADE -----	3,796	4.24	MANUFACTURING -----	1,002	4.03			
RETAIL TRADE -----	2,285	3.53	NONMANUFACTURING -----	452	2.97	TRUCKDRIVERS -----	319	3.07
						TRUCKERS, POWER (FORKLIFT) -----	337	4.11
						MANUFACTURING -----	277	4.18
						WAREHOUSEMEN -----	536	3.49

See footnotes at end of table A-30.

Table A-29. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the North Central region,⁵ July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN		\$	MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN--CONTINUED		\$	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		\$
BOILER TENDERS -----	4,247	5.81	PAINTERS, MAINTENANCE -----	3,772	6.60	PACKERS, SHIPPING -----	18,228	4.77
MANUFACTURING -----	3,561	5.82	MANUFACTURING -----	2,816	6.44	MANUFACTURING -----	13,218	4.86
NONMANUFACTURING -----	686	5.75	NONMANUFACTURING -----	956	7.06	NONMANUFACTURING -----	5,010	4.54
CARPENTERS, MAINTENANCE -----	5,263	6.54	FINANCE -----	492	7.45	WHOLESALE TRADE -----	3,960	4.61
MANUFACTURING -----	3,911	6.40	PIPEFITTERS, MAINTENANCE -----	13,129	6.82	RETAIL TRADE -----	436	5.04
NONMANUFACTURING -----	1,352	6.95	MANUFACTURING -----	12,676	6.81	RECEIVING CLERKS -----	8,137	4.88
PUBLIC UTILITIES -----	462	5.68	NONMANUFACTURING -----	453	7.04	MANUFACTURING -----	4,277	4.93
RETAIL TRADE -----	321	7.56	SHFET-METAL WORKERS, MAINTENANCE --	3,347	6.96	NONMANUFACTURING -----	3,860	4.84
FINANCE -----	372	7.87	MANUFACTURING -----	3,210	7.00	WHOLESALE TRADE -----	1,532	4.96
ELECTRICIANS, MAINTENANCE -----	27,860	6.80	TOOL AND DIE MAKERS -----	28,817	7.02	RETAIL TRADE -----	1,934	4.72
MANUFACTURING -----	24,685	6.77	MANUFACTURING -----	28,795	7.02	SHIPPING CLERKS -----	5,006	5.07
NONMANUFACTURING -----	3,175	7.10	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN			MANUFACTURING -----	3,253	4.94
PUBLIC UTILITIES -----	2,246	7.01	GUARDS AND WATCHMEN -----	51,608	3.40	NONMANUFACTURING -----	1,753	5.31
FINANCE -----	297	7.96	MANUFACTURING -----	14,876	5.26	WHOLESALE TRADE -----	1,236	5.26
ENGINEERS, STATIGNARY -----	8,625	6.56	NONMANUFACTURING -----	36,732	2.65	RETAIL TRADE -----	468	5.40
MANUFACTURING -----	5,826	6.58	PUBLIC UTILITIES -----	580	5.02	SHIPPING AND RECEIVING CLERKS -----	5,617	4.93
NONMANUFACTURING -----	2,799	6.52	WHOLESALE TRADE -----	425	4.82	MANUFACTURING -----	3,328	4.76
PUBLIC UTILITIES -----	499	6.43	RETAIL TRADE -----	1,320	3.87	NONMANUFACTURING -----	2,289	5.18
RETAIL TRADE -----	508	6.87	FINANCE -----	2,658	3.90	PUBLIC UTILITIES -----	254	5.93
FINANCE -----	931	6.70	SERVICES -----	31,750	2.42	WHOLESALE TRADE -----	1,340	5.21
SERVICES -----	626	6.27	GUARDS: -----			RETAIL TRADE -----	515	5.00
HELPERS, MAINTENANCE TRADES -----	6,787	5.30	MANUFACTURING -----	12,419	5.51	TRUCKDRIVERS -----	87,159	6.14
MANUFACTURING -----	5,499	5.32	WATCHMEN: -----			MANUFACTURING -----	21,406	5.62
NONMANUFACTURING -----	1,287	5.22	MANUFACTURING -----	2,457	4.01	NONMANUFACTURING -----	65,753	6.32
PUBLIC UTILITIES -----	1,017	5.29	JANITORS, PORTERS, AND CLEANERS ---	80,309	3.90	PUBLIC UTILITIES -----	37,115	6.75
MACHINE-TOOL OPERATORS, TOOLROOM --	14,131	6.83	MANUFACTURING -----	38,507	4.67	WHOLESALE TRADE -----	17,555	5.79
MANUFACTURING -----	14,075	6.84	NONMANUFACTURING -----	41,802	3.19	RETAIL TRADE -----	9,212	5.76
MACHINISTS, MAINTENANCE -----	13,666	6.42	PUBLIC UTILITIES -----	3,622	4.76	SERVICES -----	1,712	5.53
MANUFACTURING -----	13,125	6.41	WHOLESALE TRADE -----	2,090	4.22	TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	6,184	4.75
NONMANUFACTURING -----	541	6.76	RETAIL TRADE -----	6,732	3.22	MANUFACTURING -----	1,709	4.93
PUBLIC UTILITIES -----	476	6.81	FINANCE -----	4,919	3.70	NONMANUFACTURING -----	4,475	4.69
MECHANICS, AUTOMOTIVE (MAINTENANCE) -----	20,539	6.59	SERVICES -----	24,439	2.75	PUBLIC UTILITIES -----	785	6.54
MANUFACTURING -----	6,558	6.43	LABORERS, MATERIAL HANDLING -----	78,455	5.00	WHOLESALE TRADE -----	1,883	4.46
NONMANUFACTURING -----	13,581	6.67	MANUFACTURING -----	45,038	4.74	RETAIL TRADE -----	1,263	3.80
PUBLIC UTILITIES -----	11,377	6.72	NONMANUFACTURING -----	33,417	5.35	TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	21,982	5.94
WHOLESALE TRADE -----	1,141	6.14	PUBLIC UTILITIES -----	14,160	6.45	MANUFACTURING -----	6,273	5.51
RETAIL TRADE -----	483	6.65	WHOLESALE TRADE -----	9,282	4.75	NONMANUFACTURING -----	15,709	6.10
SERVICES -----	578	6.71	RETAIL TRADE -----	9,259	4.40	PUBLIC UTILITIES -----	7,048	6.59
MECHANICS, MAINTENANCE -----	40,057	6.36	ORDER FILLEPS -----	32,061	5.12	WHOLESALE TRADE -----	5,561	5.84
MANUFACTURING -----	36,919	6.33	MANUFACTURING -----	8,583	4.80	RETAIL TRADE -----	2,677	5.53
NONMANUFACTURING -----	3,139	6.63	NONMANUFACTURING -----	23,478	5.24	TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	37,787	6.51
PUBLIC UTILITIES -----	1,742	7.10	WHOLESALE TRADE -----	17,456	5.18	MANUFACTURING -----	6,680	5.78
WHOLESALE TRADE -----	859	6.11	RETAIL TRADE -----	4,794	5.38	NONMANUFACTURING -----	31,107	6.67
MILLWRIGHTS -----	18,254	6.88				PUBLIC UTILITIES -----	20,673	6.85
MANUFACTURING -----	18,047	6.88				WHOLESALE TRADE -----	6,009	6.17
						RETAIL TRADE -----	3,787	6.54

See footnotes at end of table A-30.

Table A-29. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the North Central region,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ⁶) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ⁶) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ⁶) hourly earnings ⁷
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN--CONTINUED		
TRUCKDRIVERS - CONTINUED			GUARDS AND WATCHMEN -----	1,794	\$ 2.88	ORDER FILLERS -----	7,547	\$ 3.68
TRUCKDRIVERS, HEAVY (OVER 4 TDNS, OTHER THAN TRAILER TYPE) -----	9,140	5.76	MANUFACTURING -----	288	5.34	MANUFACTURING -----	2,464	3.75
MANUFACTURING -----	4,295	5.67	NONMANUFACTURING -----	1,506	2.41	NONMANUFACTURING -----	5,084	3.64
NONMANUFACTURING -----	4,845	5.84	SERVICES -----	1,289	2.30	WHOLESALE TRADE -----	3,780	3.69
PUBLIC UTILITIES -----	1,691	6.22	GUARDS: -----			RETAIL TRADE -----	1,222	3.51
WHOLESALE TRADE -----	2,146	5.64	MANUFACTURING -----	256	5.48	PACKERS, SHIPPING -----	9,740	3.86
TRUCKERS, POWER (FORKLIFT) -----	65,186	5.33	JANITORS, PORTERS, AND CLEANERS ---	28,604	3.21	MANUFACTURING -----	5,778	4.01
MANUFACTURING -----	55,875	5.28	MANUFACTURING -----	5,193	4.35	NONMANUFACTURING -----	3,961	3.64
NONMANUFACTURING -----	9,311	5.61	NONMANUFACTURING -----	23,411	2.96	WHOLESALE TRADE -----	1,704	4.17
PUBLIC UTILITIES -----	1,388	5.98	PUBLIC UTILITIES -----	1,400	3.96	RETAIL TRADE -----	1,166	3.37
WHOLESALE TRADE -----	4,987	5.71	WHOLESALE TRADE -----	294	3.46	RECEIVING CLERKS -----	637	3.75
RETAIL TRADE -----	2,404	5.61	RETAIL TRADE -----	1,574	2.81	NONMANUFACTURING -----	432	3.33
TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	6,119	5.41	FINANCE -----	5,242	3.16	SHIPPING CLERKS -----	281	4.37
MANUFACTURING -----	4,979	5.33	SERVICES -----	14,902	2.80	SHIPPING AND RECEIVING CLERKS -----	396	4.35
NONMANUFACTURING -----	1,140	5.78	LABORERS, MATERIAL HANDLING -----	2,465	3.90	TRUCKERS, POWER (FORKLIFT) -----	718	4.80
WAREHOUSEMEN -----	23,239	5.20	MANUFACTURING -----	1,297	4.24	MANUFACTURING -----	658	4.81
MANUFACTURING -----	9,047	4.86	NONMANUFACTURING -----	1,168	3.51	WAREHOUSEMEN -----	674	4.43
NONMANUFACTURING -----	14,192	5.42	RETAIL TRADE -----	888	3.17	MANUFACTURING -----	427	4.24
PUBLIC UTILITIES -----	2,763	6.13						
WHOLESALE TRADE -----	8,103	5.40						
RETAIL TRADE -----	3,127	4.86						

See footnotes at end of table A-30.

Table A-30. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the West,⁵ July 1975

Sex, occupation, and industry division	Number of workers	Average (mean ⁶) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ⁶) hourly earnings ⁷
MAINTENANCE AND POWERPLANT OCCUPATIONS - MEN			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN		
BOILER TENDERS -----	523	\$ 5.52	GUARDS AND WATCHMEN -----	27,078	2.86
MANUFACTURING -----	469	5.61	MANUFACTURING -----	3,505	4.91
CARPENTERS, MAINTENANCE -----	1,908	6.48	NONMANUFACTURING -----	23,573	2.55
MANUFACTURING -----	1,190	6.50	RETAIL TRADE -----	441	3.60
NONMANUFACTURING -----	718	6.44	FINANCE -----	1,171	3.68
PUBLIC UTILITIES -----	408	6.18	SERVICES -----	21,402	2.41
ELECTRICIANS, MAINTENANCE -----	5,737	6.81	GUARDS: -----		
MANUFACTURING -----	4,614	6.72	MANUFACTURING -----	3,068	5.00
NONMANUFACTURING -----	1,124	7.18	WATCHMEN: -----		
PUBLIC UTILITIES -----	754	7.45	MANUFACTURING -----	438	4.25
ENGINEERS, STATIONARY -----	3,309	6.74	JANITORS, PORTERS, AND CLEANERS ---	36,361	3.69
MANUFACTURING -----	1,983	6.82	MANUFACTURING -----	10,613	4.22
NONMANUFACTURING -----	1,326	6.63	NONMANUFACTURING -----	25,747	3.47
RETAIL TRADE -----	262	6.74	PUBLIC UTILITIES -----	1,517	4.78
SERVICES -----	714	6.61	WHOLESALE TRADE -----	958	3.95
HELPERS, MAINTENANCE TRADES -----	2,486	5.04	RETAIL TRADE -----	4,667	3.44
MANUFACTURING -----	2,045	5.08	FINANCE -----	1,689	3.56
NONMANUFACTURING -----	441	4.88	LABORERS, MATERIAL HANDLING -----	17,029	5.04
MACHINE-TOOL OPERATORS, TOOLROOM --	1,334	6.48	MANUFACTURING -----	6,873	4.45
MANUFACTURING -----	1,283	6.50	NONMANUFACTURING -----	10,157	5.44
MACHINISTS, MAINTENANCE -----	4,372	6.75	PUBLIC UTILITIES -----	4,779	6.52
MANUFACTURING -----	3,978	6.70	WHOLESALE TRADE -----	3,603	4.50
NONMANUFACTURING -----	394	7.22	RETAIL TRADE -----	1,677	4.42
MECHANICS, AUTOMOTIVE -----			ORDER FILLERS -----	13,063	4.72
(MAINTENANCE) -----	9,245	6.96	MANUFACTURING -----	1,886	4.61
MANUFACTURING -----	2,582	6.55	NONMANUFACTURING -----	11,177	4.74
NONMANUFACTURING -----	6,663	7.12	WHOLESALE TRADE -----	8,328	4.40
PUBLIC UTILITIES -----	5,185	7.21	RETAIL TRADE -----	2,839	5.76
WHOLESALE TRADE -----	810	6.79	PACKERS, SHIPPING -----	5,401	4.17
RETAIL TRADE -----	488	7.37	MANUFACTURING -----	3,579	3.89
MECHANICS, MAINTENANCE -----	10,823	6.21	NONMANUFACTURING -----	1,822	4.71
MANUFACTURING -----	10,122	6.19	WHOLESALE TRADE -----	1,619	4.68
NONMANUFACTURING -----	702	6.54	RECEIVING CLERKS -----	3,583	5.01
WHOLESALE TRADE -----	288	6.36	MANUFACTURING -----	1,251	4.70
PAINTERS, MAINTENANCE -----	1,564	6.41	NONMANUFACTURING -----	2,331	5.17
MANUFACTURING -----	916	6.42	WHOLESALE TRADE -----	1,220	5.21
NONMANUFACTURING -----	648	6.39	RETAIL TRADE -----	1,019	5.23
SERVICES -----	272	6.65	SHIPPING CLERKS -----	1,805	5.08
PIPEFITTERS, MAINTENANCE -----	1,797	6.92	MANUFACTURING -----	906	4.91
MANUFACTURING -----	1,754	6.94	NONMANUFACTURING -----	899	5.26
SHEET-METAL WORKERS, MAINTENANCE --	384	6.48	WHOLESALE TRADE -----	730	5.30
MANUFACTURING -----	314	6.37	SHIPPING AND RECEIVING CLERKS -----	3,906	5.02
TOOL AND DIE MAKERS -----	4,196	6.78	MANUFACTURING -----	1,855	4.92
MANUFACTURING -----	4,182	6.77	NONMANUFACTURING -----	2,052	5.11
			WHOLESALE TRADE -----	770	5.04
			RETAIL TRADE -----	1,027	5.16

See footnotes at end of table A-30.

Table A-30. Hourly earnings of maintenance, powerplant, custodial, and material movement workers, by sex, in the West,⁵ July 1975—Continued

Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷	Sex, occupation, and industry division	Number of workers	Average (mean ²) hourly earnings ⁷
CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED			CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - MEN--CONTINUED		
TRUCKDRIVERS -----	53,317	\$ 6.24	TRUCKERS, POWER (FORKLIFT) -----	13,581	5.33
MANUFACTURING -----	13,653	6.24	MANUFACTURING -----	8,718	5.01
NONMANUFACTURING -----	39,664	6.24	NONMANUFACTURING -----	4,863	5.90
PUBLIC UTILITIES -----	19,580	6.83	PUBLIC UTILITIES -----	852	6.97
WHOLESALE TRADE -----	12,120	5.67	WHOLESALE TRADE -----	2,614	5.46
RETAIL TRADE -----	5,952	5.81	RETAIL TRADE -----	1,389	6.08
SERVICES -----	1,546	4.76			
TRUCKDRIVERS, LIGHT (UNDER 1-1/2 TONS) -----	5,543	4.71	TRUCKERS, POWER (OTHER THAN FORKLIFT) -----	1,580	5.86
MANUFACTURING -----	1,132	5.29	MANUFACTURING -----	1,025	5.62
NONMANUFACTURING -----	4,411	4.56	WAREHOUSEMEN -----	21,402	5.22
WHOLESALE TRADE -----	1,865	4.01	MANUFACTURING -----	5,076	4.44
RETAIL TRADE -----	770	3.36	NONMANUFACTURING -----	16,326	5.46
TRUCKDRIVERS, MEDIUM (1-1/2 TO AND INCLUDING 4 TONS) -----	17,936	6.10	PUBLIC UTILITIES -----	2,111	6.60
MANUFACTURING -----	3,905	5.74	WHOLESALE TRADE -----	9,295	5.31
NONMANUFACTURING -----	14,031	6.20	RETAIL TRADE -----	4,776	5.27
PUBLIC UTILITIES -----	8,615	6.80			
WHOLESALE TRADE -----	3,477	5.35	CUSTODIAL AND MATERIAL MOVEMENT OCCUPATIONS - WOMEN		
RETAIL TRADE -----	1,362	5.05			
TRUCKDRIVERS, HEAVY (OVER 4 TONS, TRAILER TYPE) -----	15,205	6.67	JANITORS, PORTERS, AND CLEANERS: -----	807	4.30
MANUFACTURING -----	3,692	6.53	MANUFACTURING -----		
NONMANUFACTURING -----	15,513	6.70	ORDER FILLERS -----	1,671	3.79
PUBLIC UTILITIES -----	6,658	7.03	NONMANUFACTURING -----	1,374	3.95
WHOLESALE TRADE -----	5,256	6.29			
RETAIL TRADE -----	3,589	6.70	PACKERS, SHIPPING -----	1,524	3.72
TRUCKDRIVERS, HEAVY (OVER 4 TONS, OTHER THAN TRAILER TYPE) -----	8,088	6.54	MANUFACTURING -----	638	3.94
MANUFACTURING -----	4,073	6.74	WAREHOUSEMEN -----	499	4.38
NONMANUFACTURING -----	4,015	6.35			
PUBLIC UTILITIES -----	2,995	6.46			

See footnotes at end of table A-30.

Footnotes

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime and/or premium rates), and the earnings correspond to these weekly hours.

² The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designation—half of the employees surveyed receive more than the rate shown; half receive less than the rate shown. The middle range is defined by rates of pay; a fourth of the workers earn less than the lower of these rates and a fourth earn more than the higher rate.

³ Transportation, communication, and other public utilities is abbreviated to public utilities.

⁴ Finance, insurance, and real estate is abbreviated to finance.

⁵ For definitions of regions, see footnote 3 to the table in Appendix A.

⁶ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

⁷ See footnote 2, above, for explanation of how the mean is computed.

NOTE: In the A-series tables, dashes indicate no data reported or data that do not meet publication criteria.

Chapter II. Wage Differences Among Metropolitan Areas

This chapter provides wage comparisons for four occupational groups—office clerical, electronic data processing (EDP), skilled maintenance, and unskilled plant workers—among 92 metropolitan areas surveyed from March 1974 through July 1975. Comparisons of earnings were made by dividing average straight-time earnings in all industries combined, manufacturing, and nonmanufacturing industries in the area by average earnings for that major industry and job group in all metropolitan areas combined. Each area was assumed to have the national occupational mix. Adjustments were made for differences in survey timing among the 92 areas. Appendix A includes a more detailed description of the methods used.

Pay relatives: All industries combined

Pay relatives differed widely among the 92 metropolitan areas for each of the four occupational groups. (See table A-31.) The difference was largest for unskilled plant workers, with the highest area relative (135 in Saginaw) exceeding the lowest (65 in San Antonio) by 108 percent. (See text table 5.) The difference was smallest (34 percent) for EDP occupations. For skilled maintenance workers, the highest area relative exceeded the lowest by 65 percent; the corresponding spread for office clerical workers was 51 percent.

As in past studies,³ metropolitan areas with the highest pay relatives frequently had large concentrations of employment in high-paying manufacturing industries such as automobiles, aircraft, petroleum refining, chemicals, and steel. Conversely, areas with the lowest pay relatives tended to have large proportions of workers in such low-wage industries as textiles; apparel; footwear; stone, clay, and glass products; and some of the food industries. In addition to industry mix, factors which affect area pay levels include location, population size, extent of labor-management agreement coverage, and general economic conditions.

The 1974-75 ranking of the metropolitan areas with the highest and lowest pay relatives shown in text table 5 is generally similar to the ranking in 1960-61. However, some changes in ranking did occur, partly because some areas were dropped from the program and others added when the sample of areas studied was changed between July 1974 and June 1975.⁴ For example, Saginaw, Michigan, which was new to the survey in 1974-75, ranked fourth for office clerical workers and first for unskilled plant workers, in all industries combined. Northeast Pennsylvania, also a new area in 1974-75, was among the lowest ranked areas for office clerical and skilled maintenance workers in all industries combined. Some areas which remained in the survey from 1960-61 to 1974-75 showed a change in ranking. The Charleston, West Virginia, metropolitan area, for example, gradually moved from a ranking of three in 1960-61, to a ranking of 36 in 1974-75, for office clerical workers in all industries combined.

³ Interarea pay comparisons based on average earnings in all metropolitan areas combined were developed for the first time in 1961 (see BLS Bulletin 1285-84), and have been published annually since then. Before 1961, comparisons were based on average earnings in New York City.

⁴ See Virginia L. Ward, "Area Sample Changes in the Area Wage Survey Program," *Monthly Labor Review*, May 1978, pp. 49-50.

Text table 5. Highest and lowest metropolitan area pay relatives in all industries by occupational group, 1974-75

(U.S. all-industry average for occupational group=100)

Occupational group	Highest		Lowest	
	Area	Pay relative	Area	Pay relative
Office clerical -----	Detroit, Mich -----	122	San Antonio, Tex -----	81
	Beaumont-Port Arthur- Orange, Tex -----	115	Northeast Pennsylvania -----	84
	Allentown-Bethlehem- Easton, Pa.-N.J -----	113	Austin, Tex -----	85
	Saginaw, Mich -----	112	Greenville-Spartanburg, S.C. -----	85
	Poughkeepsie, N.Y. -----	110	Norfolk-Virginia Beach- Portsmouth, Va.-N.C. -----	85
	San Francisco-Oakland, Calif -----	110		
	San Jose, Calif -----	110		
Electronic data processing -----	Detroit, Mich -----	118	Chattanooga, Tenn.-Ga -----	88
	Davenport-Rock Island- Moline, Iowa-Ill -----	111	Des Moines, Iowa -----	88
	New York, N.Y.-N.J -----	111	Oklahoma City, Okla -----	89
	San Jose, Calif -----	110	Rockford, Ill -----	89
	Anaheim-Santa Ana- Garden Grove, Calif -----	109	Austin, Tex -----	91
Skilled maintenance -----	San Francisco-Oakland Calif -----	117	Greenville-Spartanburg, S.C. -----	71
	Detroit, Mich -----	116	Portland, Maine -----	75
	San Jose, Calif -----	113	Jackson, Miss -----	81
	Chicago, Ill -----	110	Northeast Pennsylvania -----	81
	Davenport-Rock Island- Moline, Iowa-Ill -----	110	Providence-Warwick- Pawtucket, R.I.-Mass -----	81
Unskilled plant -----	Saginaw, Mich -----	135	San Antonio, Tex -----	65
	San Francisco-Oakland, Calif -----	134	Corpus Christi, Tex -----	68
	Detroit, Mich -----	129	Austin, Tex -----	69
	Akron, Ohio -----	128	Daytona Beach, Fla -----	69
	Davenport-Rock Island- Moline, Iowa-Ill -----	122	Lubbock, Tex -----	70
	Toledo, Ohio-Mich -----	121	Huntsville, Ala -----	70
			Jackson, Miss -----	70
			New Orleans, La -----	70

It should be noted that if office clerical and EDP relatives were based on hourly rather than weekly earnings, changes in ranking would occur. New York, for example, is 14 percentage points behind Detroit when weekly earnings are compared. However, when hourly earnings are compared, the difference is only 4 percentage points.

Table A-31. Interarea pay comparisons by occupational group and industry division, March 1974-July 1975

Area	(262-area average pay levels for each industry and occupational group=100)										
	Office clerical			Electronic data processing			Skilled maintenance		Unskilled plant ¹		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
All metropolitan areas	100	100	100	100	100	100	100	100	100	100	100
<u>Northeast</u>											
Albany-Schenectady-Troy	101	-	104	-	-	-	94	94	107	100	109
Allentown-Bethlehem-Easton	113	113	100	103	-	-	98	100	110	105	106
Binghamton	97	93	-	-	-	-	82	78	77	73	-
Boston	99	97	100	97	97	98	96	96	92	88	97
Buffalo	103	105	98	98	98	-	104	105	106	109	102
Hartford	96	97	94	94	-	94	90	91	90	92	86
Lawrence-Haverhill	97	-	-	-	-	-	87	-	93	86	103
Nassau-Suffolk	97	94	99	104	-	108	94	92	97	88	102
Newark	104	101	106	107	105	109	99	99	102	101	107
New York	108	104	110	111	107	113	100	98	118	102	125
Northeast Pennsylvania	84	86	82	-	-	-	81	77	92	79	99
Paterson-Clifton-Passaic	98	96	96	97	-	95	95	94	91	91	91
Philadelphia	98	100	96	100	99	101	97	97	107	102	108
Pittsburgh	104	108	99	99	102	93	102	103	109	113	99
Portland	86	-	87	-	-	-	75	74	88	78	93
Poughkeepsie	110	-	-	-	-	-	-	-	91	92	-
Providence-Warwick-Pawtucket	87	84	87	-	-	-	81	78	82	75	89
Syracuse	97	95	97	94	-	-	94	95	95	99	86
Trenton	99	96	-	100	-	-	94	92	95	92	-
Waterbury	95	92	-	-	-	-	88	87	79	83	-
Worcester	95	92	95	93	-	96	85	87	93	90	88
York	89	90	-	-	-	-	87	85	105	96	107
<u>South</u>											
Atlanta	103	103	105	102	-	105	100	98	88	92	88
Austin	85	82	86	91	-	-	-	-	69	66	72
Baltimore	99	103	98	96	-	98	101	102	89	101	83
Beaumont-Port Arthur-Orange	115	123	97	-	-	-	98	101	91	107	-
Birmingham	92	95	91	93	-	95	96	99	76	95	70
Charleston, W. Va.	98	-	95	-	-	-	94	93	81	-	-
Chattanooga	88	88	86	88	-	-	84	84	84	84	75
Corpus Christi	91	-	-	-	-	-	98	100	68	87	63
Dallas-Fort Worth	95	93	97	93	94	94	94	94	82	87	78
Daytona Beach	-	-	-	-	-	-	-	-	69	-	-
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton	96	-	97	-	-	-	94	90	75	77	74
Gainesville	87	-	-	-	-	-	-	-	77	-	72
Greensboro-Winston-Salem-High Point	93	91	95	92	-	-	92	90	85	79	87
Greenville-Spartanburg	85	81	88	-	-	-	71	70	72	66	80
Houston	100	101	101	102	-	103	99	100	77	92	71
Huntsville	93	-	-	-	-	-	82	-	70	69	-
Jackson	86	-	86	-	-	-	81	75	70	74	64
Jacksonville	91	-	93	93	-	95	91	91	72	81	71
Lexington-Fayette	93	-	92	-	-	-	91	90	-	83	-
Louisville	97	97	95	98	-	-	100	102	99	108	87
Lubbock	88	-	90	-	-	-	-	-	70	69	67
Melbourne-Titusville-Cocoa	100	-	107	-	-	-	-	-	-	-	-
Memphis	92	91	94	-	-	-	94	92	80	89	69
Miami	99	90	102	101	-	103	92	-	77	76	77
New Orleans	90	-	90	-	-	-	93	95	70	89	66
Norfolk-Virginia Beach-Portsmouth	85	-	84	-	-	-	91	90	72	82	71
Oklahoma City	89	89	90	89	-	-	94	93	77	81	77
Raleigh-Durham	89	93	88	96	-	-	90	90	76	83	73
Richmond	94	97	93	93	100	90	100	99	83	91	77
San Antonio	81	-	83	-	-	-	-	-	65	68	64
Savannah	94	-	-	-	-	-	86	87	77	79	-
Washington	105	-	107	100	-	102	103	105	88	102	89

See footnote at end of table.

Table A-31. Interarea pay comparisons by occupational group and industry division, March 1974-July 1975-Continued

Area	(262-area pay levels for each industry and occupational group=100)										
	Office clerical			Electronic data processing			Skilled maintenance		Unskilled plant ¹		
	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries	All industries	Manufacturing industries	All industries	Manufacturing industries	Nonmanufacturing industries
North Central											
Akron	102	99	103	103	100	-	100	100	128	115	116
Canton	97	97	-	94	-	-	98	99	116	112	96
Chicago	105	102	106	103	102	105	110	107	115	103	120
Cincinnati	97	96	96	99	-	100	99	100	101	105	88
Cleveland	101	100	100	104	101	105	105	106	112	114	102
Columbus	92	91	94	93	-	94	99	97	95	99	95
Davenport-Rock Island-Moline	109	110	103	111	-	-	110	112	122	118	114
Dayton	102	103	96	98	100	-	104	105	112	112	92
Des Moines	87	89	88	88	-	89	101	100	100	111	85
Detroit	122	131	114	118	121	113	116	118	129	129	115
Green Bay	94	96	-	-	-	-	96	94	99	109	-
Indianapolis	99	103	94	97	-	92	105	106	106	109	101
Kansas City	98	94	100	101	-	101	106	104	110	109	107
Milwaukee	99	97	99	97	93	99	106	108	108	112	100
Minneapolis-St. Paul	95	88	99	97	95	98	106	104	115	106	118
Muskegon-Muskegon Heights	98	96	-	-	-	-	92	92	112	108	-
Omaha	94	93	96	93	-	95	98	95	88	99	87
Rockford	93	91	91	89	87	-	97	97	116	108	-
Saginaw	112	-	-	-	-	-	-	-	135	-	-
St. Louis	101	101	100	99	-	102	103	104	110	110	106
South Bend	91	92	90	96	-	-	95	96	100	101	87
Toledo	104	106	96	95	96	-	104	105	121	114	116
Wichita	96	95	95	-	-	-	87	86	92	93	86
West											
Albuquerque	88	-	90	-	-	-	-	-	73	73	73
Anaheim-Santa Ana-Garden Grove	104	105	102	109	108	107	99	102	91	-	88
Billings	87	-	87	-	-	-	107	-	93	-	-
Denver-Boulder	98	98	99	102	-	106	99	98	96	102	94
Fresno	92	-	94	-	-	-	96	-	85	93	-
Los Angeles-Long Beach	107	107	107	104	105	103	103	103	114	94	124
Phoenix	90	96	88	98	-	96	99	100	85	80	86
Portland	101	94	104	96	-	-	106	108	119	115	119
Sacramento	101	-	102	-	-	-	103	104	110	112	-
Salt Lake City-Ogden	91	88	92	93	-	93	97	95	89	88	91
San Diego	99	103	98	98	99	-	101	104	103	-	-
San Francisco-Oakland	110	111	111	107	110	107	117	116	134	125	138
San Jose	110	110	109	110	109	-	113	115	116	111	-
Seattle-Everett	102	-	101	101	-	103	108	108	-	120	-
Spokane	97	-	95	-	-	-	-	-	105	-	105

¹ For many areas estimates for unskilled plant workers have been revised from those previously published in *Wage Differences Among Metropolitan Areas, 1974-75*, Summary 76-10.

NOTE: Dashes indicate that data do not meet publication criteria.

Regionally, pay relatives for unskilled plant workers in the South were not over 100 for any area compared, whereas they were at least 100 for a little over one-third of the areas in the Northeast, for half in the West, and for over four-fifths of the areas in the North Central region. (See text table 6.) Regional patterns of pay relatives were more mixed, however, for office workers, EDP workers, and skilled maintenance workers.

Text table 6. Distribution of areas by pay relatives, occupational group, and region, 1974-75

Occupational group and region	Total number of areas compared ¹	Number of areas with pay relatives of—				
		Under 80	80 and under 90	90 and under 100	100 and under 110	110 and over
Office clerical:						
Northeast-----	22	-	4	11	5	2
South-----	31	-	10	16	4	1
North Central-----	23	-	1	13	7	2
West-----	15	-	2	6	5	2
Electronic data processing:						
Northeast-----	13	-	-	7	5	1
South-----	15	-	2	9	4	-
North Central-----	19	-	2	11	4	2
West-----	10	-	-	4	5	1
Skilled maintenance:						
Northeast-----	21	1	7	10	3	-
South-----	26	1	4	16	5	-
North Central-----	22	-	1	8	10	3
West-----	13	-	-	5	6	2
Unskilled plant:						
Northeast-----	22	2	2	10	6	2
South-----	30	19	9	2	-	-
North Central-----	23	-	1	3	5	14
West-----	14	1	3	3	2	5

¹ Comparisons were not made for all occupational groups in every area because some data did not meet publication criteria.

Pay relatives: Manufacturing

Area pay relatives for manufacturing in 1974-75 were similar to those for all industries combined. The similarity was greater for skilled maintenance workers than for office workers, EDP workers, or unskilled plant workers. This is as expected because about four-fifths of the skilled maintenance workers covered by the area wage surveys are in manufacturing.

Areas with highest pay relatives for all industries combined, listed in text table 5, also were among the highest for manufacturing (table A-31). As pointed out previously, these areas typically had heavy concentrations of employment in high-paying manufacturing industries: Detroit and Saginaw (automobiles), Beaumont-Port Arthur-Orange (petroleum refining and chemicals), Davenport-Rock Island-Moline (farm machinery), San Francisco-Oakland (fabricated metals, electrical machinery, automobiles, and higher paying segments of the food industry), and San Jose (electrical machinery).

Some of the areas with lowest pay relatives for all industries combined also were among the lowest for manufacturing. Several other areas with low pay relatives listed in text table 5 have no pay relatives shown for manufacturing in table A-31 because data did not meet publication criteria.

Pay relatives: Nonmanufacturing

Pay relatives were developed for only three occupational groups in nonmanufacturing—office clerical, EDP, and unskilled plant workers. (Pay relatives for skilled maintenance jobs were omitted because relatively few of these workers are in nonmanufacturing industries.) Generally, the areas with the highest or lowest pay relatives for all industries combined and manufacturing had a similar ranking for nonmanufacturing. However, there were exceptions to this pattern. In Allentown-Bethlehem-Easton, for example, the pay relative for office clerical workers in all industries combined and in manufacturing industries was 113, while in nonmanufacturing industries it was only 100.

Average earnings for unskilled plant workers in all metropolitan areas combined were 9 percent lower in nonmanufacturing than in manufacturing, 6 percent lower for office clerical workers, and 5 percent lower for EDP workers. Since industry group wage levels in an area are divided by the corresponding industry group wage levels for all areas combined to obtain pay relatives, an area with identical average earnings for manufacturing and nonmanufacturing will have a higher pay relative for nonmanufacturing. This is illustrated in the following tabulation where nationwide average earnings in manufacturing are 8 percent higher than in nonmanufacturing:

	Manufacturing		Nonmanufacturing	
	Average earnings	Relative	Average earnings	Relative
U.S.-----	\$5.40	100	\$5.00	100
Area-----	5.25	97	5.25	105
	(\$5.25/\$5.40=97)		(\$5.25/\$5.00=105)	

Chapter III. Establishment Practices and Supplementary Wage Provisions

This chapter discusses establishment practices and supplementary wage provisions for plant and office workers in metropolitan areas. (See tables B-1 through B-6.) Nearly half of the data was collected in calendar year 1975, nearly two-fifths in calendar year 1974, and the remainder in calendar year 1973. Data for the 1973-75 period will be referred to in this chapter as 1975 data.

Information on selected practices and provisions for 1961 (survey period of July 1959 to June 1961) and 1968 (July 1966 to June 1968) is provided for examining changes.

Late-shift pay provisions and practices in manufacturing

Late-shift provisions. Nearly all manufacturing plant workers were employed in establishments operating late shifts or having formal provisions for late-shift operations. Eighty-eight percent of the workers were employed in establishments with provisions for second-shift operations and 78 percent in establishments with provisions for third shifts. The proportion of workers in establishments with provisions for second-shift operations ranged from 95 percent in the North Central region to 82 percent in the Northeast and South; for third-shift operations, from 89 percent in the North Central to 71 percent in the Northeast.

Shift-pay differentials were provided by nearly all establishments. A uniform cents-per-hour addition to first-shift rates was the most common type of differential for both second and third shifts. More than three-fifths of the workers covered by provisions for late shifts were under such plans. The average differential was 14.1 cents for second shifts and 18.2 cents for third.

A uniform percentage addition to first shift rates was the next most common type of differential. Nearly one-third of the workers with provisions for shift differentials were covered by uniform percentage additions to first-shift rates. The average was 7.8 percent for second shifts and 10.3 percent for third.

With the exception of the South, the proportion of workers in establishments having formal provisions for late-shift operations, but with no shift-pay differential, was under 4 percent. In the South, 11 percent of the workers were employed in establishments having formal provisions for second-shift operations with no shift-pay differential.

Late-shift practices. In 1975, 29 percent of all manufacturing plant workers were actually working on late shifts. Of these, two-thirds received uniform cents-per-hour shift differentials. The most common differential for workers on second shifts was 10 cents an hour. The average was 13.5 cents, ranging from 16.2 cents in the West to 12.8 cents in the North Central. The most common differential for third shifts was 15 cents. The average was 17.7 cents, ranging from 20.7 cents in the West to 15.6 cents in the South.

The value of the cents-per-hour shift differential did not increase rapidly as straight-time pay over the 14-year period from 1961 to 1975. Earnings of production and nonsupervisory workers in manufacturing establishments doubled during the period; the average cents-per-hour differential for second-shift workers increased by half.

Approximately one-fourth of the late-shift workers received uniform percentage additions to first-shift rates. The most common for workers on second shifts was a 5-percent addition to first-shift rates; the average was 7.1 percent, ranging from 8.8 percent in the Northeast to 6.1 percent in the North Central region. On third shifts, the most common differential was a 10-percent addition to first-shift rates. The average for third-shift workers was 9.9 percent and ranged from 10.6 percent in the Northeast to 9.4 percent in the South.

The average percentage differential for second-shift workers declined from 1961 to 1975. However, workers who received a percentage of straight-time pay as a differential received proportionate dollar increases in their shift differentials as straight-time pay increased. For third-shift workers, the average percentage differential remained fairly stable from 1961 to 1975. (See text table 7.)

Text table 7. Percent of manufacturing plant workers by type and amount of shift differential, 1961, 1968, and 1975

Shift and type of differential	Having provisions for late-shift operations			Working on late shifts		
	1961	1968	1975	1961	1968	1975
Second shift						
With shift pay differential -----	81.1	83.1	83.5	15.0	17.7	20.2
Uniform cents (per hour) -----	54.1	54.8	55.4	10.6	11.9	13.7
Average cents-per-hour differential -----	8.9	10.1	14.1	9.0	10.0	13.5
Uniform percentage -----	22.6	24.0	25.6	3.5	4.9	6.0
Average percentage differential -----	7.9	7.9	7.8	7.9	7.6	7.1
Other ¹ -----	4.4	4.3	2.5	.8	.8	.5
With no shift pay differential -----	4.6	4.6	4.3	1.0	1.1	1.1
Third shift						
With shift pay differential -----	75.4	76.7	76.7	5.9	7.1	7.4
Uniform cents (per hour) -----	45.1	45.7	47.0	4.5	5.2	5.6
Average cents-per-hour differential -----	11.7	13.3	18.2	11.4	12.8	17.7
Uniform percentage -----	20.3	21.0	22.5	.9	1.2	1.4
Average percentage differential -----	10.1	10.1	10.3	9.8	9.9	9.9
Other ¹ -----	9.9	10.1	7.3	.5	.7	.4
With no shift pay differential -----	1.7	1.6	1.5	.2	.2	.2

¹ Includes pay at regular rate for more hours worked, a paid lunch period not given to first-shift workers, a flat sum per shift, and other provisions. Most workers in the "other" category, however, were establishments having one such provision in combination with differential for hours actually worked.

The proportion of workers receiving "other" shift differentials was much greater in the West than in the other regions. More workers on third shift in the West received "other" differentials than percentage differentials. Most "other" differentials were provisions for a combination of a full day's pay for reduced hours plus a uniform cents per hour or percentage added to rates. Such provisions are common in the aircraft industry.

Scheduled weekly hours and days

Weekly hours. The 40-hour workweek remained the most prevalent work schedule for plant and office workers in 1975 (Chart 1). Four out of five plant workers and three out of five office workers were scheduled to work 40 hours. All other plant workers were almost evenly distributed between work schedules of over 40 and under 40 hours, whereas nearly all other office workers had work schedules of less than 40 hours. The average scheduled workweek for plant workers was 40.1 hours and for office workers 38.7 hours.

Among industry divisions, the longest average workweek for plant workers was in wholesale trade (40.4 hours); the shortest, in retail trade, finance, and in services (39.7 hours). The longest average workweek for office workers was in manufacturing (39.3 hours); the shortest, in finance (37.8 hours).

By region, the average workweek for plant workers differed by nearly an hour between the longest (40.5 hours in the South) and the shortest (39.6 hours in the Northeast). The average workweek for office workers ranged from 39.5 hours in the West to 37.4 hours in the Northeast. The average in the Northeast was affected significantly by the New York area where 64 percent of the office workers were on a 35-hour workweek. Without New York, the average workweek in the Northeast would have been 38.2 hours.

There was an overall decline in the average workweek for both plant and office workers since 1961. The greatest decline was for plant workers in the South, 1 hour (41.5 to 40.5 hours). The average workweek for plant workers in the North Central region was the only exception to the overall pattern of decline—there was no difference in this region between the 1961 and 1975 averages. As in 1961, longer workweeks (more than 40 hours) were most common in the South for both plant and office workers.

Days per week. Although the 4-day workweek has received considerable attention during the past few years, the standard 5-day workweek remains the most prevalent work schedule. In 1975, about 94 percent of the plant workers and 99 percent of the office workers were scheduled to work a 5-day workweek compared with less than 1 percent on a 4-day workweek. (See text table 8.) For plant workers, 5½- and 6-day workweeks were far more prevalent than the 4-day workweek.

Daily overtime provisions in union contracts often make the change to the 4-day, 40-hour workweek difficult. An analysis of contract agreements covering 1,000 workers or more indicates that, of 7.1 million workers covered by these agreements in 1975, 5.3 million or 75 percent had provisions for daily overtime after 8 hours.⁵

⁵ See *Characteristics of Major Collective Bargaining Agreements, July 1, 1975*, Bulletin 1957 (Bureau of Labor Statistics, 1977).

Text table 8. Percent of plant workers and office workers by scheduled days per week, 1975

Days per week	Plant workers	Office workers
Less than 4 days -----	0.1	(¹)
4 days -----	.5	0.4
4½ days -----	.1	.2
5 days -----	93.9	99.0
5½ days -----	1.3	.3
6 days -----	4.0	.1
6½ days -----	(¹)	-
7 days -----	(¹)	-

¹ Less than 0.05 percent.

NOTE: Dashes indicate no data reported.

Paid holidays

Ninety-six percent of all plant and office workers in metropolitan areas were employed in establishments providing paid holidays in 1975. The average number of holidays granted to plant workers was 8.8 days and to office workers 9.3 days. (See text table 9.) The combined national average for all workers was 8.9 days. Among industry divisions, plant workers in manufacturing and public utilities received the highest average number of paid holidays. For office workers, manufacturing and finance held a similar position. (See table B-3.) For both plant and office workers, the industries providing the lowest average number of paid holidays were retail trade and services.

Text table 9. Average number of paid holidays provided plant workers and office workers by industry division and region, 1961, 1968, and 1975

Industry division and region	Plant workers			Office workers		
	1961	1968	1975	1961	1968	1975
All industries -----	7.0	7.6	8.8	7.8	8.1	9.3
<u>Industry division</u>						
Manufacturing -----	7.1	7.9	9.5	7.4	8.2	9.8
Nonmanufacturing:						
Public utilities -----	7.6	8.0	9.3	7.8	8.2	9.4
Wholesale trade -----	7.1	7.5	8.5	7.5	7.8	8.7
Retail trade -----	6.1	6.3	7.0	6.7	6.7	7.5
Finance -----	-	-	-	8.9	8.7	9.5
Services -----	6.1	6.5	7.3	7.4	7.5	8.6
<u>Region</u>						
Northeast -----	7.6	8.2	9.4	9.1	9.4	10.3
South -----	6.1	6.4	7.4	6.6	6.9	8.0
North Central -----	6.8	7.7	9.4	7.1	7.7	9.2
West -----	6.9	7.5	8.6	7.6	7.9	9.1

Regionally, the Northeast led the Nation with 10.3 paid holidays for office workers. The Northeast and North Central regions held equal positions with 9.4 paid holidays provided annually to plant workers. The smallest number of paid holidays provided was in the South—7.4 days for plant workers and 8.0 days for office workers.

Provisions for 10 or more holidays⁶ have increased significantly since 1961 in all industries and regions for both plant and office workers. Thirty-five percent of the plant workers and 44 percent of the office workers received 10 days or more in 1975, compared to 4 percent of the plant workers and 17 percent of the office workers in 1961 (Chart 2). Among the regions, provisions for 10 or more days increased most in the North Central region since 1961 for plant and office workers. In 1961, 1 percent of the plant workers and 4 percent of the office workers in the North Central region had provisions for 10 or more holidays. In 1975, 43 percent of the plant workers and 39 percent of the office workers receive 10 or more days.

The Bureau conducted special studies of major paid holidays in 1975 and in 1963-64. Text table 10 compares data collected in the two surveys.

Text table 10. Percent of plant workers and office workers by major holidays provided annually, 1964 and 1975

Holiday	Plant workers		Office workers	
	1964	1975	1964	1975
New Year's Day -----	92	93	99	99
Lincoln's Birthday -----	3	2	12	8
Washington's Birthday -----	25	25	45	49
Good Friday -----	18	38	21	36
Good Friday, half day-----	1	1	5	5
Easter Monday -----	3	5	2	2
Memorial Day -----	86	85	93	94
Fourth of July -----	91	92	99	99
Labor Day -----	93	93	99	99
Columbus Day -----	7	7	17	21
Veteran's Day -----	12	13	23	27
Thanksgiving Day -----	93	94	99	99
Day after Thanksgiving -----	8	36	10	39
Christmas Eve -----	11	36	10	24
Christmas Eve, half day -----	13	4	15	8
Christmas Day -----	94	94	99	99
New Year's Eve -----	1	18	1	11
New Year's Eve, half day-----	10	3	9	4
Christmas-New Year's holiday period ¹ -----	-	6	-	4
Employee's Birthday -----	3	17	1	9
Floating holiday, one day or more -----	7	19	9	28

¹ Not tabulated in 1964. These days are provided as part of a Christmas-New Year's holiday period typically beginning with Christmas Eve and ending with New Year's Day. Workers with this provision are also reported as receiving Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day.

The proportion of workers receiving the six traditional major holidays—New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving, and Christmas—remained virtually unchanged over this period. Holidays which showed a substantial growth in popularity include Good Friday, the

⁶ All full and half days that add to the same are combined; for example, the proportion of workers receiving a total of 10 days includes those with 10 full days and no half days, 9 full days and 2 half days, 8 full days and 4 half days, and so on. Proportions were then cumulated.

day after Thanksgiving, employees' birthdays, and floating holidays (days designated annually by employers or employees). The granting of half-holidays for Christmas Eve and New Year's Eve declined in importance as the granting of full days became more widespread. The Christmas through New Year's holiday period, available to 4 percent of office workers and 6 percent of plant workers in 1975, was virtually nonexistent in 1964.

The incidence of certain paid holidays varied greatly among industry divisions. Among office workers, for example, 77 percent in public utilities, as compared with 19 percent in retail trade, received Washington's Birthday as a paid holiday. (See table B-4.) Only 2 percent of the plant workers in retail trade, compared with 56 percent in manufacturing, received the day after Thanksgiving.

Among the regions, 5 of the 6 traditional paid holidays were provided to at least 85 percent of the plant and office workers. Memorial Day was not as widely observed in the South. (Southern Memorial Day or Confederate Memorial Day was included in the surveys, regardless of the day on which it was celebrated.) The Northeast was the only region with widespread observance of Columbus Day and Election Day as paid holidays. (Election Day was only considered a holiday if it was granted annually.) The North Central region had, by far, the widest observance of New Year's Eve.

The trend in paid holidays seems to be away from the addition of one of the traditional holidays and toward the addition of days which will provide workers with additional leisure at certain times of the year or for longer weekends. "Floating" holidays are generally used to provide longer weekends. Collective bargaining agreements in the aerospace, automobile, and farm implement industries provide paid holidays for all working days falling between Christmas Day and New Year's Eve. In the North Central region where these industries are concentrated, 13 percent of plant workers received the extended Christmas holiday.

Paid vacations

As in earlier years, provisions for paid vacations covered virtually all plant and office workers in metropolitan areas. Changes over the years have come in the form of extending vacation time and reducing service requirements.

Office workers have generally had more liberal vacation provisions than plant workers for short periods of service (1 through 3 years.) Ninety percent of all office workers were eligible for 2 weeks of paid vacation after 2 years of service compared with 60 percent of the plant workers. (See text table 11.) This large gap diminishes, however, as service lengthens.

The proportion of workers eligible for 4 weeks or more of paid vacation after 25 years of service has increased significantly for both groups of workers since 1961 (Chart 3). Over two-thirds of the plant workers had provisions for 4 weeks or more of paid vacation in 1975 compared to one-fourth of the plant workers covered by these provisions in 1961. More than three-fourths of the office workers were similarly covered in 1975 compared with slightly more than one-third of the workers in 1961.

In the 5-year period from 1970 to 1975, the proportion of workers receiving 5 weeks or more of paid vacation after 25 years of service increased by 146 percent for plant workers and by 93 percent for office workers.

Among the regions, proportions of plant workers covered by provisions for 4 weeks or more of paid vacation after 25 years of service in 1975 ranged from over one-half in the South to over four-fifths in the North Central region; for office workers, the range was from about two-thirds in the South to four-fifths or more in the other regions.

Chart 1. Distribution of Workers by Weekly Work Schedules, 1975

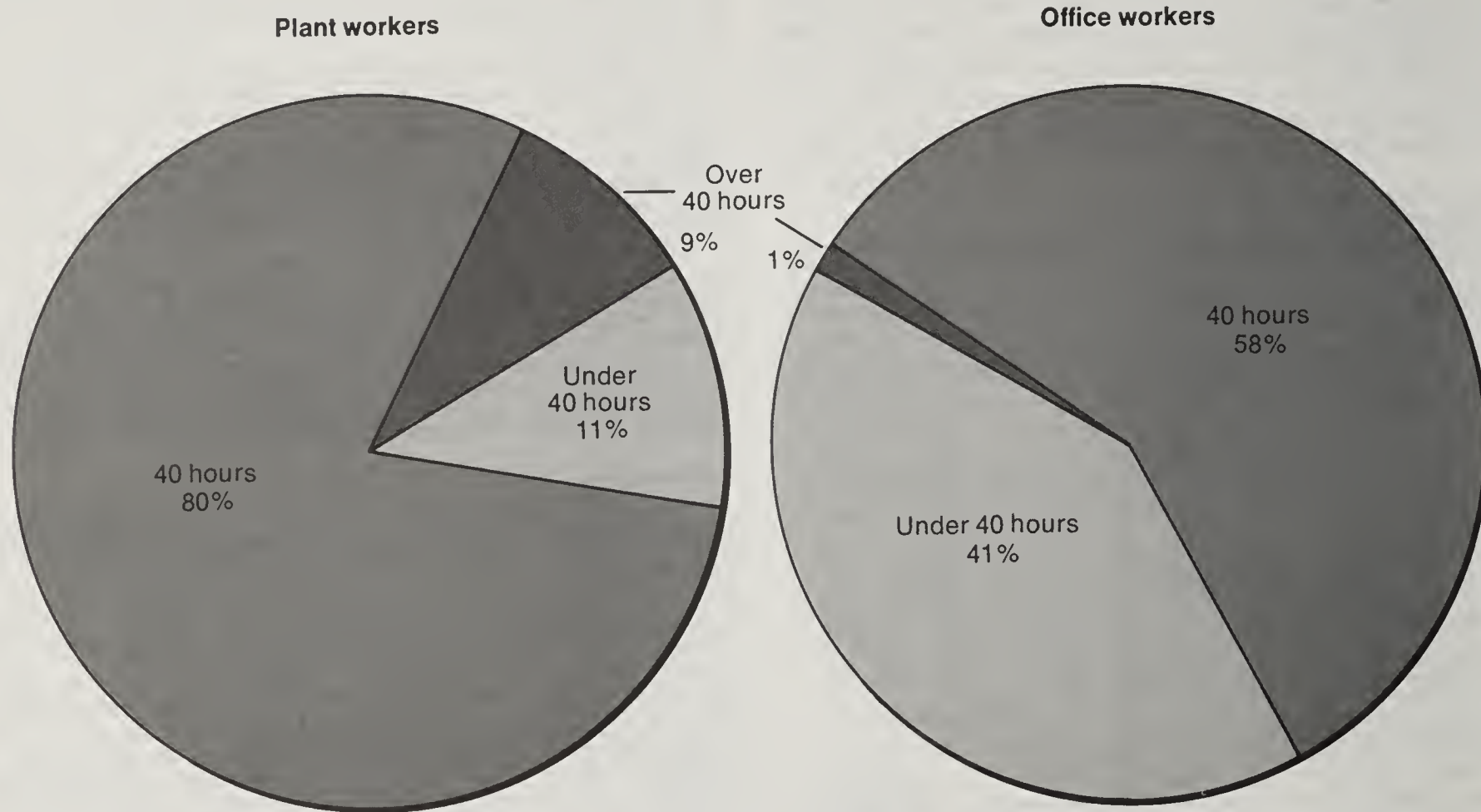
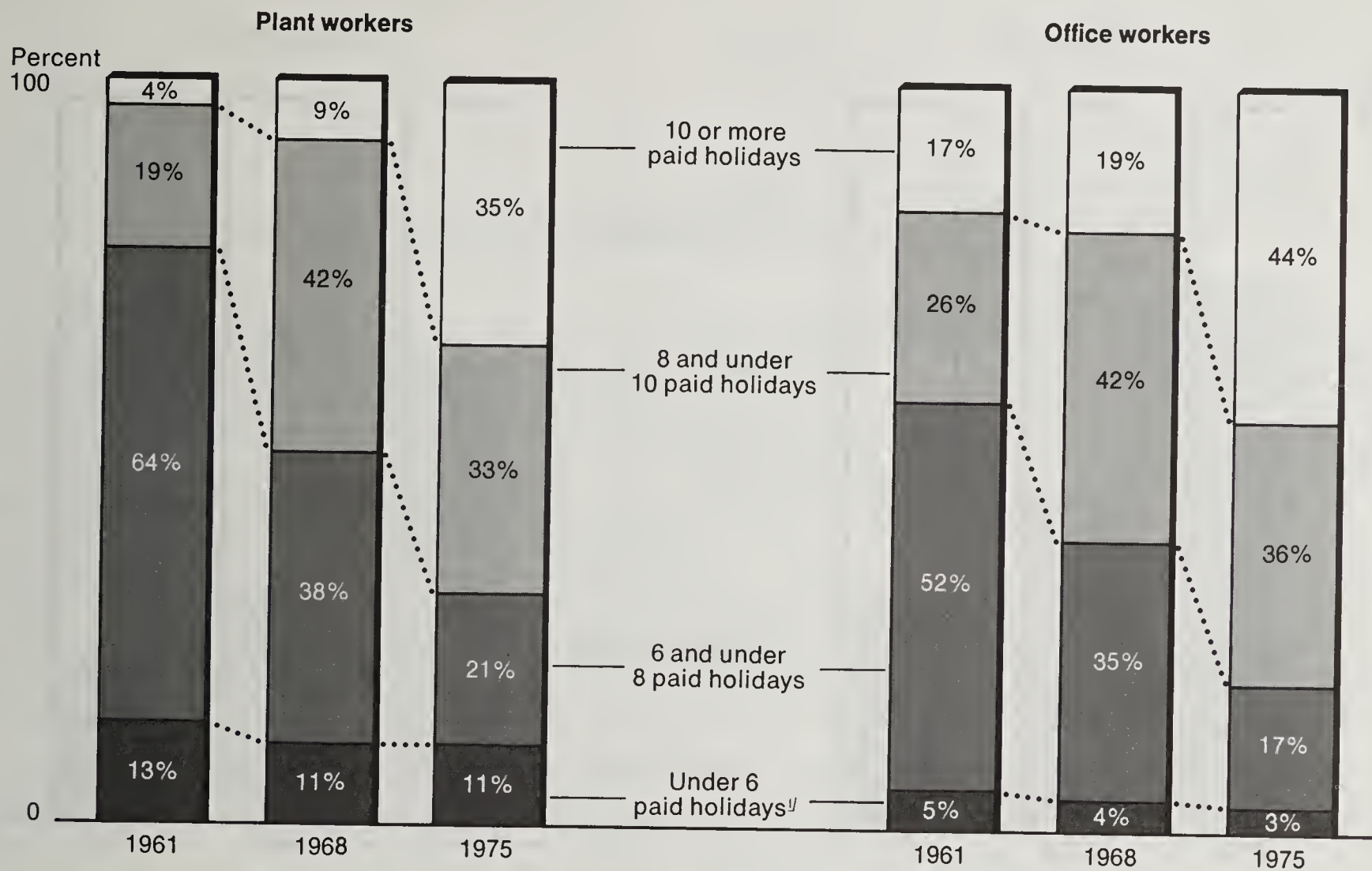
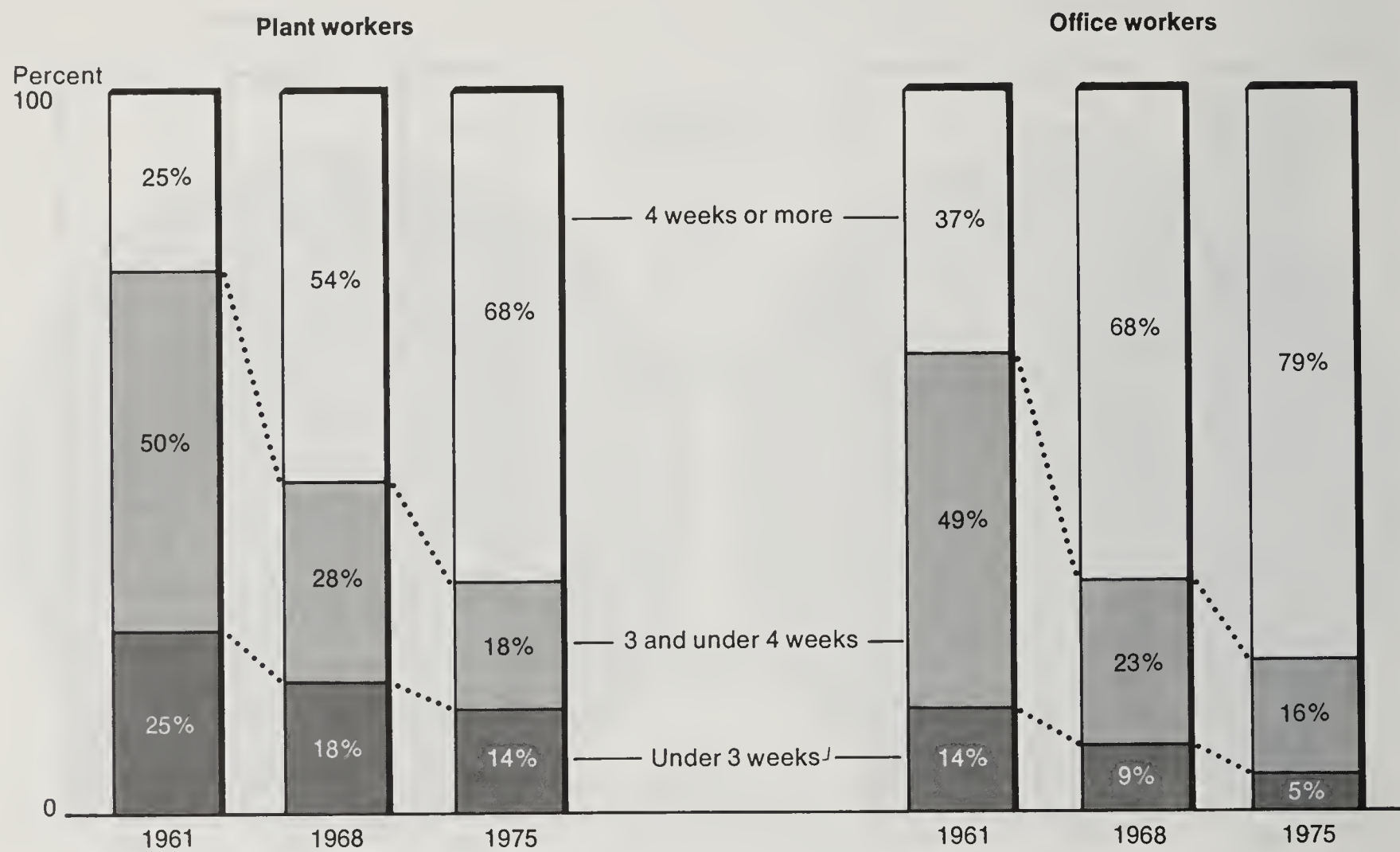


Chart 2. Distribution of Workers by Number of Paid Holidays Provided, 1961, 1968, and 1975



^{1/} Includes those receiving no paid holidays.

Chart 3. Distribution of Workers by Paid Vacation Provisions for 25 Years of Service, 1961, 1968, and 1975



^JIncludes those receiving no paid vacation.

Text table 11. Percent of plant workers and office workers in establishments having paid vacation provisions, 1961, 1968, and 1975

Amount of vacation pay and length of service	Plant workers			Office workers		
	1961	1968	1975	1961	1968	1975
1 week after:						
1 year -----	73	69	59	23	22	17
2 years -----	48	40	28	6	5	3
2 weeks after:						
2 years -----	37	46	60	88	90	90
3 years -----	57	69	74	92	90	88
5 years -----	82	76	64	85	77	59
3 weeks after:						
3 years -----	2	3	3	2	4	5
5 years -----	6	12	22	9	17	33
10 years -----	29	53	63	41	66	76

Health, insurance, and pension plans

Virtually all workers in metropolitan areas were covered by some type of health, insurance, or pension plan in 1975. Text table 12 shows the prevalence of plans by type of plan and financing in 1961, 1968, and 1975. "All plans" includes both plans which were paid for jointly by employer and employees (contributory) and plans which were paid for entirely by the employer (noncontributory).

Insurance plans. Life insurance coverage was available to 93 percent of the plant workers and 97 percent of the office workers in 1975. Similarly, 9 out of 10 plant and office workers were covered by hospitalization, surgical, and medical plans. By industry, public utilities usually had the highest percentage of plant and office workers covered under all plans and employer-financed plans. Regionally, for most of the plans, a larger proportion of office workers in the West was provided coverage than in any other region. For plant workers, the North Central and Western regions provided about equal coverage for most plans. Of the plant and office workers covered by plans, those in the Northeast and North Central were most likely to have their employer pay the entire cost of the plan and those in the South were least likely to have their employer pay the entire cost.

The most significant increase in coverage from 1961 to 1975 was in major medical insurance for both plant and office workers. The proportion of workers covered by major medical insurance increased by 56 percentage points for plant workers and 45 percentage points for office workers. Major medical insurance is designed to protect employees when sickness or injury involves expenses beyond the normal coverage of hospitalization, medical, and surgical plans.

Sickness and accident insurance and/or sick leave. Payment for absence from work because of illness or injury was guaranteed to 8 out of 10 plant and office workers in 1975. This protection was usually in the form of sickness and accident insurance for plant workers and sick leave provisions for office workers.

Sickness and accident insurance for plant workers was more prevalent in manufacturing than in any other industry division, a pattern similar to that found in 1961 and 1968. A larger proportion of plant workers in the North Central region was covered by this provision than in any other region. The proportion of plant workers covered by sick leave provisions increased from 24 percent in 1961 to 39 percent in 1975.

The proportion of office workers covered by sick leave provisions increased from 66 percent in 1961 to 75 percent in 1975. A larger percentage of plant workers in public utilities and finance and of office workers in public utilities was protected by sick leave provisions than in the other industry divisions. Similarly, a greater percentage of workers in the West was covered than in any other region.

Retirement pension plans. In 1975, retirement pension plans, designed to provide regular payments to the retiree for life, were available to 78 percent of the plant workers and 86 percent of the office workers in metropolitan areas. (Legally required plans, such as social security and railroad retirement, were excluded from the survey.) Although retirement pension plans were more widespread for office workers than for plant workers in each industry division (except public utilities) and region, the gap between the proportions of plant and office workers covered is steadily decreasing. The proportion of workers covered by retirement pension plans since 1961 increased by 11 percentage points for plant workers and 9 percentage points for office workers.

Among industry divisions, coverage of retirement pension plans for plant workers ranged from 85 percent in manufacturing to 48 percent in services. Coverage for office workers ranged from 92 percent in finance to 69 percent in services. Finance and manufacturing were the only industry divisions to provide coverage for office workers above the average for all industries. Among regions, coverage for plant workers ranged from 84 percent in the North Central region to 67 percent in the South; and for office workers, from 89 percent in the Northeast to 82 percent in the South.

A larger proportion of office workers (73 percent) was covered on a noncontributory basis for retirement pension plans than for any other plan. For plant workers, 69 percent were covered on a noncontributory basis. More than four-fifths of the plant and office workers covered by retirement pension plans had the entire cost of the plan borne by the employer. From 1961 to 1975, the percentage of plant workers under noncontributory plans increased by 14 percentage points; for office workers, 18 percentage points.

Text table 12. Percent of plant workers and office workers in establishments having formal health, insurance, and pension plans by type of plan and financing 1961, 1968, and 1975

Type of plan	Plant workers						Office workers					
	All plans			Noncontributory plans			All plans			Noncontributory plans		
	1961	1968	1975	1961	1968	1975	1961	1968	1975	1961	1968	1975
Insurance plans:												
Life -----	90	93	93	54	66	73	93	96	97	49	58	71
Accidental death and dismemberment -----	56	62	70	30	42	56	54	62	73	23	33	52
Hospitalization -----	87	94	95	52	65	71	84	95	98	41	50	61
Surgical -----	86	94	95	51	64	71	82	94	98	39	49	61
Medical -----	62	80	91	37	55	69	63	86	96	29	44	59
Major medical -----	21	49	77	10	30	54	49	79	94	19	39	56
Sickness and accident insurance and/or sick leave -----	80	81	82	-	-	-	81	82	88	-	-	-
Sickness and accident insurance -----	64	63	61	37	47	49	41	43	45	18	26	34
Sick leave:												
Full pay and no waiting period -----	14	19	27	14	19	27	59	60	66	59	60	66
Partial pay or waiting period -----	10	12	12	10	12	12	7	9	9	7	9	9
Retirement pension plans -----	67	74	78	55	62	69	77	83	86	55	62	73
No health, insurance, or pension plans -----	3	2	3	-	-	-	1	1	(¹)	-	-	-

¹ Less than 0.5 percent.

B. Establishment practices and supplementary wage provisions

Table B-1. Shift differentials—manufacturing

(Shift differential for plant workers by type of differential in all metropolitan areas by region, ¹ 1975 ²)

Shift differential	Percent of manufacturing plant workers—									
	In establishments having provisions for late-shift operations ³					Working on late shifts				
	All areas	Northeast	South	North Central	West	All areas	Northeast	South	North Central	West
All shift operations.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Second shift.....	87.8	82.3	82.3	94.8	89.3	21.3	15.9	18.3	28.5	17.0
With shift pay differential.....	83.5	79.4	71.6	93.5	85.5	20.2	15.3	15.5	28.2	16.1
Uniform cents (per hour) ⁴	55.4	46.8	52.5	60.7	63.8	13.7	9.5	11.3	18.9	12.0
Under 5 cents.....	.4	.7	.6	(⁵)	.6	.1	.2	.1	(⁵)	.1
5 cents.....	2.5	2.5	3.9	1.9	1.4	.5	.4	.8	.5	.2
6 cents.....	.8	.4	1.5	.7	.4	.2	.1	.4	.1	.1
7 cents.....	.7	.8	1.3	.6	-	.2	.2	.3	.1	-
8 cents.....	1.7	1.6	3.1	1.3	.2	.4	.4	.7	.3	-
9 cents.....	.9	.4	.7	1.5	.5	.2	.1	.1	.4	.1
10 cents.....	16.9	15.3	17.9	18.9	12.6	5.5	3.1	3.6	9.6	2.4
11 cents.....	.8	.7	.2	1.4	.5	.2	.1	.1	.3	.1
12 cents.....	3.6	3.4	2.2	4.3	4.3	.8	.7	.5	1.0	.6
13 cents.....	1.3	.8	1.1	2.3	.1	.3	.1	.3	.6	(⁵)
14 cents.....	1.9	.7	.9	3.0	3.2	.4	.1	.2	.7	.4
15 cents.....	7.0	5.7	5.7	7.6	11.0	1.3	1.0	1.1	1.5	1.9
18 cents.....	2.5	.4	1.0	3.3	7.4	.5	.1	.3	.6	1.6
20 cents.....	4.7	4.1	4.8	4.1	7.4	.9	.7	.8	.8	1.4
Over 20 cents.....	6.3	6.2	5.2	5.9	9.8	1.4	1.4	1.2	1.4	1.9
Average cents-per-hour differential.....	14.1	14.2	13.0	13.9	16.1	13.5	14.6	13.0	12.8	16.2
Uniform percentage ⁴	25.6	30.2	17.4	31.6	12.8	6.0	5.4	3.9	9.0	2.5
5 percent.....	9.7	4.8	3.3	19.7	2.6	3.0	1.1	.7	6.5	.7
7 percent.....	1.1	1.1	1.6	.9	.7	.2	.2	.3	.2	.1
10 percent.....	11.5	21.4	9.5	7.4	5.6	2.2	3.6	2.2	1.5	.9
Average percentage differential.....	7.8	9.2	8.3	6.6	8.0	7.1	8.8	8.3	6.1	7.3
Other ⁶	2.5	2.3	1.7	1.1	8.8	.5	.4	.3	.3	1.7
With no shift pay differential.....	4.3	2.9	10.7	1.3	3.8	1.1	.6	2.8	.3	.9
Third shift.....	78.2	71.0	71.5	88.5	76.3	7.6	7.3	8.4	8.1	5.2
With shift pay differential.....	76.7	70.4	68.1	87.1	76.0	7.4	7.2	7.9	8.0	5.2
Uniform cents (per hour) ⁴	47.0	40.7	49.2	52.6	39.2	5.6	5.4	6.4	5.8	3.6
5 cents.....	1.6	.3	6.1	.1	.4	.4	(⁵)	1.5	(⁵)	.1
6 cents.....	.3	.1	.2	.3	.4	(⁵)	(⁵)	(⁵)	(⁵)	.1
7 cents.....	.2	.5	.4	(⁵)	-	(⁵)	(⁵)	(⁵)	(⁵)	-
8 cents.....	.4	.3	1.1	.3	.1	.1	(⁵)	.2	(⁵)	(⁵)
9 cents.....	.1	.1	.2	.2	-	(⁵)	(⁵)	(⁵)	(⁵)	-
10 cents.....	5.1	3.9	6.0	5.8	3.7	.4	.4	.6	.4	.3
12 cents.....	2.3	1.8	3.1	2.8	.3	.2	.2	.4	.2	(⁵)
14 cents.....	1.7	.5	1.3	3.0	1.4	.1	(⁵)	.2	.2	-
15 cents.....	11.3	11.8	9.7	13.4	6.8	1.6	2.1	1.0	1.9	.6
18 cents.....	1.7	1.8	1.7	1.4	2.6	.2	.3	.2	.2	.4
20 cents.....	5.4	4.7	5.1	5.9	6.3	.6	.5	.7	.7	.5
25 cents.....	2.9	3.0	1.3	3.2	5.1	.2	.3	.1	.2	.4
30 cents.....	2.4	2.2	2.4	2.7	2.5	.3	.3	.3	.3	.2
Over 30 cents.....	3.4	2.4	4.9	2.8	4.2	.4	.2	.6	.3	.4
Average cents-per-hour differential.....	18.2	18.7	17.0	18.2	20.6	17.7	18.3	15.6	18.2	20.7
Uniform percentage ⁴	22.5	25.8	15.5	28.9	9.1	1.4	1.5	1.2	1.8	.3
5 percent.....	.6	1.1	.3	.6	.2	(⁵)	.1	(⁵)	(⁵)	-
7 percent.....	.7	.8	1.4	.5	.1	(⁵)	(⁵)	.1	(⁵)	(⁵)
10 percent.....	15.9	14.0	11.9	23.9	3.5	1.1	1.0	1.0	1.5	.1
15 percent.....	1.9	4.5	.3	.7	3.1	.1	.2	(⁵)	(⁵)	(⁵)
Average percentage differential.....	10.3	11.0	9.6	9.9	11.6	9.9	10.6	9.4	9.7	10.1
Other ⁶	7.3	3.9	3.4	5.6	27.7	.4	.3	.2	.4	1.2
With no shift pay differential.....	1.5	.6	3.3	1.4	.3	.2	(⁵)	.6	.1	.1

See footnotes at end of B-series tables.

Table B-2. Scheduled weekly hours

(Percent of plant and office workers by scheduled weekly hours⁷ of first-shift workers in all metropolitan areas, by industry division and region,¹ 1975²)

Weekly hours	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Plant workers												
All weekly work schedules	100	100	100	100	100	100		100	100	100	100	100
Under 40 hours ¹⁰	11	8	15	2	5	22		17	18	10	7	9
Under 35 hours	1	(¹¹)	2	(¹¹)	(¹¹)	2		6	2	1	1	1
35 hours	3	3	4	(¹¹)	2	5		5	6	3	2	2
37½ hours	5	4	6	1	2	10		5	7	5	3	5
40 hours	80	84	76	94	84	69		69	76	75	84	88
Over 40 hours ¹⁰	9	8	9	4	10	10		14	6	15	9	3
42 hours	1	1	(¹¹)	(¹¹)	1	(¹¹)		1	1	1	1	-
44 hours	1	1	1	1	2	1		1	(¹¹)	2	1	(¹¹)
45 hours	2	2	2	1	3	2		1	2	4	2	(¹¹)
48 hours	3	3	4	(¹¹)	1	3	10	1	6	3	1	
Over 48 hours	1	1	1	1	2	1	1	1	2	2	(¹¹)	
Average scheduled weekly hours	40.1	40.3	39.9	40.2	40.4	39.7		39.7	39.6	40.5	40.3	39.8
Office workers												
All weekly work schedules	100	100	100	100	100	100	100	100	100	100	100	100
Under 40 hours ¹⁰	41	24	49	29	28	28	68	47	68	33	31	22
35 hours	11	5	13	11	10	5	16	19	29	4	2	1
36¼ hours	3	1	4	1	1	1	6	2	7	1	1	(¹¹)
37½ hours	18	13	21	16	12	18	25	20	23	20	16	12
38¾ hours	4	3	5	1	2	2	8	3	2	3	6	6
40 hours	58	75	50	71	71	71	32	52	32	66	68	78
Over 40 hours	(¹¹)	(¹¹)	(¹¹)	(¹¹)	1	1	-	1	(¹¹)	1	1	(¹¹)
Average scheduled weekly hours	38.7	39.3	38.4	39.0	39.1	39.2	37.8	38.3	37.4	39.1	39.3	39.5

See footnotes at end of B-series tables.

Percent of plant and office workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region, ¹ 1975 ²⁾

See footnotes at end of B-series tables.

Table B-3. Paid holidays—Continued

(Percent of plant and office workers by number of paid holidays provided annually in all metropolitan areas, by industry division and region, ¹ 1975 ²)

Item	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Office workers												
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
In establishments providing paid holidays.....	99	99	99	99	99	99	99	99	99	99	99	99
In establishments providing no paid holidays.....	(11)	(11)	1	(11)	(11)	1	1	1	(11)	1	(11)	(11)
Number of days												
Less than 4 days.....	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)
4 days.....	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)
4 days plus 1 half day or more.....	(11)	(11)	(11)	-	-	(11)	-	-	(11)	-	(11)	(11)
5 days.....	2	1	2	(11)	3	6	1	3	(11)	8	(11)	(11)
5 days plus 1 half day or more.....	(11)	(11)	(11)	(11)	1	1	(11)	(11)	(11)	1	(11)	-
6 days.....	8	4	9	3	11	22	6	14	2	16	9	5
6 days plus 1 half day.....	1	(11)	1	(11)	1	1	(11)	(11)	(11)	1	1	(11)
6 days plus 2 half days.....	(11)	(11)	(11)	(11)	2	1	(11)	(11)	(11)	(11)	1	(11)
6 days plus 3 half days or more.....	(11)	(11)	(11)	-	1	(11)	(11)	1	(11)	(11)	(11)	(11)
7 days.....	7	4	8	3	11	21	5	12	4	10	8	8
7 days plus 1 half day.....	1	1	1	(11)	2	1	1	3	1	1	2	1
7 days plus 2 half days.....	1	1	(11)	(11)	1	1	(11)	1	(11)	(11)	1	(11)
7 days plus 3 half days or more.....	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)
8 days.....	11	8	12	10	12	14	12	12	7	13	10	15
8 days plus 1 half day.....	2	1	3	(11)	1	1	5	2	1	1	2	8
8 days plus 2 half days.....	1	1	1	(11)	2	(11)	1	1	(11)	(11)	2	1
8 days plus 3 half days or more.....	(11)	(11)	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)	(11)
9 days.....	20	19	20	37	17	23	15	15	11	25	25	21
9 days plus 1 half day.....	2	1	2	1	1	1	4	2	2	2	2	4
9 days plus 2 half days.....	1	1	(11)	(11)	2	(11)	(11)	(11)	1	(11)	1	(11)
9 days plus 3 half days or more.....	(11)	(11)	(11)	-	(11)	-	(11)	(11)	(11)	-	(11)	(11)
10 days.....	18	24	16	27	14	3	15	15	21	12	17	21
10 days plus 1 half day.....	1	1	1	1	1	1	2	(11)	1	(11)	(11)	2
10 days plus 2 half days or more.....	1	1	1	(11)	1	(11)	1	1	1	(11)	(11)	(11)
11 days.....	10	12	9	11	7	1	11	8	21	2	7	5
11 days plus 1 half day or more.....	1	1	1	1	1	(11)	1	1	2	1	(11)	1
12 days.....	7	9	6	4	3	(11)	9	3	14	1	6	4
12 days plus 1 half day or more.....	(11)	(11)	1	1	1	(11)	1	1	1	(11)	(11)	(11)
13 days.....	3	5	3	(11)	2	(11)	5	1	6	1	3	2
13 days plus 1 half day or more.....	(11)	(11)	1	(11)	(11)	(11)	1	1	(11)	(11)	(11)	-
14 days.....	(11)	1	(11)	(11)	1	(11)	(11)	(11)	(11)	(11)	1	(11)
Over 14 days.....	1	2	(11)	(11)	1	(11)	(11)	1	1	(11)	2	(11)
Total holiday time ¹²												
14 days or more.....	1	3	1	(11)	2	(11)	(11)	1	1	(11)	2	1
13 1/2 days or more.....	2	3	1	(11)	2	(11)	1	2	2	(11)	3	1
13 days or more.....	5	8	4	1	5	1	6	2	9	2	6	3
12 1/2 days or more.....	6	8	4	1	5	1	7	3	9	2	6	3
12 days or more.....	13	18	11	6	8	1	17	6	24	3	12	7
11 1/2 days or more.....	14	19	11	6	9	1	17	7	25	4	13	7
11 days or more.....	24	31	21	17	17	3	29	16	47	6	20	12
10 1/2 days or more.....	25	32	22	18	18	4	31	17	49	6	20	15
10 days or more.....	44	57	38	45	34	7	47	32	71	19	39	36
9 1/2 days or more.....	46	58	40	47	35	8	50	34	73	21	40	40
9 days or more.....	67	79	61	84	54	30	67	50	85	46	66	62
8 1/2 days or more.....	69	80	64	84	55	32	72	52	86	47	68	70
8 days or more.....	80	88	77	94	68	47	84	65	93	61	79	85
7 1/2 days or more.....	82	89	78	94	71	47	86	69	94	62	81	86
7 days or more.....	89	94	87	96	84	69	91	81	97	72	90	95
6 1/2 days or more.....	90	94	88	97	85	69	92	81	97	73	91	95
6 days or more.....	97	98	97	99	96	92	98	96	99	90	99	99
5 1/2 days or more.....	98	98	97	99	97	92	98	96	99	91	99	99
5 days or more.....	99	99	99	99	99	98	99	98	99	98	99	99
4 1/2 days or more.....	99	99	99	99	99	98	99	98	99	98	99	99
4 days or more.....	99	99	99	99	99	99	99	99	99	99	99	99
Average number of holidays provided.....	9.3	9.8	9.0	9.4	8.7	7.5	9.5	8.6	10.3	8.0	9.2	9.1

See footnotes at end of B-series tables.

Table B-4. Identification of paid holidays

Percent of plant and office workers provided specific paid holidays in all metropolitan areas, by industry division and region,¹ 1975²⁾

Holidays ¹³	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
	Plant workers											
All workers.....	100	100	100	100	100	100		100	100	100	100	100
New Year's Day.....	93	97	87	98	99	85		72	95	86	97	90
Lincoln's Birthday.....	2	1	4	10	4	1		3	7	(11)	1	1
Washington's Birthday.....	25	19	32	72	32	16		26	44	13	10	43
Good Friday.....	38	55	16	49	26	2		9	46	28	50	15
Good Friday, half day.....	1	1	1	(11)	2	1		(11)	1	(11)	1	(11)
Easter Monday.....	5	7	2	1	2	3		1	6	10	1	1
Memorial Day.....	85	92	77	96	89	70		65	96	60	97	89
Birth of July.....	92	95	87	98	99	84		73	93	85	96	90
Labor Day.....	93	98	86	98	98	83		73	96	88	97	90
Columbus Day.....	7	5	10	22	11	4		11	22	2	1	4
Veterans Day.....	13	9	19	47	18	10		11	23	8	7	19
Recreation Day.....	4	5	4	9	6	1		4	16	(11)	1	(11)
Thanksgiving Day.....	94	98	88	98	98	86		74	96	89	97	91
Day after Thanksgiving.....	36	56	11	28	24	2		7	35	25	45	37
Christmas Eve.....	36	57	10	19	25	3		6	25	29	56	24
Christmas Eve, half day.....	4	5	3	2	9	2		3	7	2	4	4
Christmas Day.....	94	97	89	97	98	89		75	96	89	97	91
Christmas-New Year's holiday period ¹⁴	6	11	(11)	(11)	2	(11)		(11)	2	2	13	5
New Year's Eve.....	18	30	3	4	9	1		2	11	7	36	8
New Year's Eve, half day.....	3	4	2	1	6	1		2	5	1	4	2
Employee's birthday.....	17	10	25	33	21	26		14	14	14	18	22
Floating holiday, 1 day.....	12	13	10	13	11	10		7	12	10	12	14
Floating holiday, 2 days.....	4	4	3	2	3	4		2	5	3	3	4
Floating holiday, 3 days or more.....	4	4	4	1	6	6		1	5	3	2	5
	Office workers											
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100
New Year's Day.....	99	99	99	99	99	99	99	98	99	98	99	99
Lincoln's Birthday.....	8	1	11	11	4	1	18	3	21	(11)	5	1
Washington's Birthday.....	49	26	59	77	37	19	72	47	71	30	29	65
Good Friday.....	36	54	27	52	34	6	25	20	44	32	44	13
Good Friday, half day.....	5	1	6	1	5	1	10	3	2	2	4	13
Easter Monday.....	2	4	1	1	1	2	1	1	2	5	1	(11)
Memorial Day.....	94	96	93	98	93	83	95	93	99	77	99	99
Birth of July.....	99	99	99	99	99	98	99	98	99	98	99	99
Labor Day.....	99	99	99	99	99	98	99	98	99	98	99	99
Columbus Day.....	21	5	28	28	9	6	41	20	43	12	11	10
Veterans Day.....	27	8	35	52	17	8	45	22	42	24	18	20
Recreation Day.....	8	4	10	10	5	1	14	5	25	(11)	1	(11)
Thanksgiving Day.....	99	99	99	99	99	98	99	98	99	98	99	99
Day after Thanksgiving.....	39	64	28	32	34	5	30	33	40	28	44	43
Christmas Eve.....	24	54	11	15	28	7	6	12	16	20	40	19
Christmas Eve, half day.....	8	8	8	4	14	6	9	11	10	5	9	6
Christmas Day.....	99	99	98	97	99	98	98	98	99	98	99	98
Christmas-New Year's holiday period.....	4	10	1	(11)	3	(11)	1	1	1	2	7	7
New Year's Eve.....	11	27	3	4	9	2	1	6	5	4	23	7
New Year's Eve, half day.....	4	5	4	2	9	2	3	5	5	3	4	3
Employee's birthday.....	9	7	10	23	12	21	3	7	6	9	11	12
Floating holiday, 1 day.....	16	20	14	16	12	10	14	15	13	13	16	22
Floating holiday, 2 days.....	7	7	7	3	4	5	9	9	10	6	6	7
Floating holiday, 3 days or more.....	6	6	5	1	5	13	5	5	8	4	4	6

See footnotes at end of B-series tables.

Table B-5. Paid vacations¹⁵(Percent of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1975 ²)

Vacation policy	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
		Plant workers										
All workers.....	100	100	100	100	100	100		100	100	100	100	100
Method of payment												
In establishments providing paid vacations.....	99	99	97	99	99	98		91	99	98	99	98
Length-of-time payment.....	87	82	94	97	96	94		87	86	84	88	91
Percentage payment.....	11	17	3	2	2	3		4	11	13	11	7
Other.....	1	1	1	(11)	1	1		(11)	2	1	(11)	(11)
In establishments providing no paid vacations.....	1	(11)	3	(11)	(11)	2		9	1	2	1	2
Amount of vacation pay												
After 6 months of service												
Under 1 week.....	12	17	6	4	6	6		6	19	10	12	4
1 week.....	21	19	23	41	26	20		11	27	18	20	17
Over 1 and under 2 weeks.....	2	2	3	3	3	3		2	3	2	3	2
2 weeks.....	1	1	1	3	(11)	(11)		(11)	2	1	(11)	1
Over 2 weeks.....	(11)	(11)	(11)	(11)	(11)	-		(11)	(11)	(11)	(11)	(11)
After 1 year of service												
Under 1 week.....	(11)	(11)	(11)	(11)	(11)	1		1	(11)	1	(11)	(11)
1 week.....	59	62	55	38	55	59		66	55	62	61	55
Over 1 and under 2 weeks.....	4	5	3	7	2	2		1	3	2	7	2
2 weeks.....	32	27	37	53	40	36		21	34	31	28	37
Over 2 weeks.....	3	5	1	2	2	1		2	6	1	3	4
After 2 years of service												
Under 1 week.....	(11)	(11)	(11)	(11)	-	(11)		(11)	(11)	(11)	(11)	-
1 week.....	28	37	17	7	20	18		25	26	33	33	14
Over 1 and under 2 weeks.....	5	8	1	3	1	1		2	6	3	8	2
2 weeks.....	60	47	75	84	75	76		60	58	58	54	76
Over 2 weeks.....	5	7	4	6	3	3		4	8	3	5	6
After 3 years of service												
Under 1 week.....	(11)	(11)	(11)	-	-	(11)		(11)	(11)	(11)	(11)	-
1 week.....	8	9	6	1	5	7		13	7	15	4	3
Over 1 and under 2 weeks.....	5	8	1	(11)	2	(11)		2	5	2	10	1
2 weeks.....	74	65	85	89	86	87		71	75	74	67	86
Over 2 and under 3 weeks.....	8	11	3	7	4	1		2	4	3	15	5
3 weeks.....	3	5	2	2	2	2		2	6	2	3	4
Over 3 weeks.....	1	1	1	1	1	(11)		1	2	(11)	1	1
After 4 years of service												
Under 1 week.....	(11)	(11)	(11)	-	-	(11)		(11)	(11)	(11)	(11)	-
1 week.....	7	8	6	1	4	6		12	7	15	3	2
Over 1 and under 2 weeks.....	4	7	1	(11)	2	(11)		2	4	2	9	(11)
2 weeks.....	74	66	85	88	86	87		72	75	75	68	85
Over 2 and under 3 weeks.....	8	12	3	7	5	1		2	5	4	16	5
3 weeks.....	4	5	2	2	2	2		3	6	2	3	4
Over 3 weeks.....	1	1	1	1	1	1		1	2	1	1	1
After 5 years of service												
Under 1 week.....	(11)	(11)	(11)	-	-	(11)		-	-	(11)	-	-
1 week.....	3	2	4	(11)	2	4		7	2	6	1	1
Over 1 and under 2 weeks.....	1	1	(11)	(11)	(11)	(11)		1	(11)	1	1	(11)
2 weeks.....	64	62	66	72	71	65		62	61	69	65	58
Over 2 and under 3 weeks.....	7	10	4	8	4	2		5	8	5	10	6
3 weeks.....	22	22	22	18	20	26		15	24	16	22	31
Over 3 weeks.....	2	2	1	2	2	1		1	3	1	2	2

See footnotes a* - d of B-series tables

Table B-5. Paid vacations¹⁵—Continued

Percent of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1975²

Vacation policy	All industries	Industry division						Region ¹				
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Plant workers—Continued												
Amount of vacation pay—Continued												
After 10 years of service												
Under 1 week	(11)	(11)	(11)	-	-	(11)	-	-	(11)	-	-	-
1 week	2	1	3	(11)	2	4	6	1	5	1	1	1
Over 1 and under 2 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)
2 weeks	16	14	18	4	24	19	28	12	28	11	11	11
Over 2 and under 3 weeks	3	5	1	1	2	1	2	2	2	7	1	1
3 weeks	62	59	67	84	59	68	48	68	54	60	71	71
Over 3 and under 4 weeks	7	11	3	7	4	1	1	4	3	15	4	4
4 weeks	7	8	5	4	8	5	5	9	5	5	9	9
Over 4 weeks	1	1	(11)	(11)	1	(11)	(11)	1	(11)	1	(11)	(11)
After 12 years of service												
Under 1 week	(11)	(11)	(11)	-	-	(11)	-	-	(11)	-	-	-
1 week	2	1	3	(11)	2	4	6	1	5	1	1	1
Over 1 and under 2 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)
2 weeks	14	11	17	3	20	18	26	11	25	9	10	10
Over 2 and under 3 weeks	3	5	1	1	3	1	1	2	2	7	1	1
3 weeks	62	59	67	84	58	68	49	67	56	60	70	70
Over 3 and under 4 weeks	8	12	3	7	5	1	1	5	3	16	4	4
4 weeks	8	9	6	4	11	6	6	10	6	6	11	11
Over 4 weeks	1	1	(11)	1	1	(11)	(11)	1	(11)	1	1	1
After 15 years of service												
Under 2 weeks	2	2	3	(11)	2	4	7	2	6	1	1	1
2 weeks	10	7	13	1	13	15	21	7	20	5	8	8
Over 2 and under 3 weeks	1	1	1	(11)	1	1	1	1	1	1	(11)	(11)
3 weeks	47	47	48	57	50	44	46	49	44	48	48	48
Over 3 and under 4 weeks	4	6	1	2	1	1	1	4	2	6	2	2
4 weeks	31	33	29	31	30	33	14	33	24	34	35	35
Over 4 weeks	3	4	2	7	2	(11)	1	3	1	5	2	2
After 20 years of service												
Under 2 weeks	2	2	3	(11)	2	4	6	2	6	1	1	1
2 weeks	9	7	13	1	11	14	21	7	19	4	8	8
Over 2 and under 3 weeks	1	1	1	(11)	1	(11)	1	1	1	1	(11)	(11)
3 weeks	21	20	22	4	29	23	35	23	23	16	23	23
Over 3 and under 4 weeks	2	3	1	(11)	(11)	1	1	2	1	3	2	2
4 weeks	46	46	46	67	40	46	25	51	37	50	46	46
Over 4 and under 5 weeks	2	3	1	2	1	(11)	(11)	2	1	3	2	2
5 weeks	13	16	10	18	14	9	1	11	9	18	14	14
Over 5 weeks	2	2	1	6	1	(11)	(11)	1	1	4	1	1
After 25 years of service												
Under 2 weeks	2	2	3	(11)	2	4	6	2	6	1	1	1
2 weeks	9	7	12	1	11	14	21	7	19	4	8	8
Over 2 and under 3 weeks	1	1	1	(11)	1	(11)	1	1	1	1	(11)	(11)
3 weeks	17	14	20	3	28	21	33	17	21	11	21	21
Over 3 and under 4 weeks	1	1	(11)	(11)	(11)	(11)	1	(11)	(11)	1	2	2
4 weeks	35	38	30	16	32	38	23	37	25	40	35	35
Over 4 and under 5 weeks	2	3	1	1	1	(11)	(11)	2	1	3	1	1
5 weeks	28	30	26	62	22	19	5	30	22	33	25	25
Over 5 weeks	4	4	4	15	2	1	(11)	3	3	6	3	3

See footnotes at end of B-series tables.

Table B-5. Paid vacations¹⁵—Continued

(Percent of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region,¹ 1975²)

Vacation policy	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Plant workers—Continued												
Amount of vacation pay—Continued												
After 30 years of service												
Under 2 weeks	2	2	3	(11)	2	4		6	2	6	1	1
2 weeks	9	7	12	1	11	14		21	7	19	4	8
Over 2 and under 3 weeks	1	1	1	(11)	1	(11)		1	1	1	1	(11)
3 weeks	17	14	20	3	28	21		33	17	21	11	21
Over 3 and under 4 weeks	1	1	(11)	(11)	(11)	(11)		1	(11)	(11)	1	2
4 weeks	33	36	29	12	31	37		23	34	24	38	34
Over 4 and under 5 weeks	2	3	1	1	1	(11)		(11)	2	(11)	3	1
5 weeks	28	28	27	64	23	20		5	31	22	32	25
Over 5 weeks	6	8	4	16	3	1		(11)	5	5	9	4
Maximum vacation available												
Under 2 weeks	2	2	3	(11)	2	4		6	2	6	1	1
2 weeks	9	7	12	1	11	14		21	7	19	4	8
Over 2 and under 3 weeks	1	1	1	(11)	1	(11)		1	1	1	1	(11)
3 weeks	17	14	20	3	28	21		33	17	21	11	21
Over 3 and under 4 weeks	1	1	(11)	(11)	(11)	(11)		1	(11)	(11)	1	2
4 weeks	32	36	28	12	31	37		23	34	24	38	34
Over 4 and under 5 weeks	2	3	1	1	1	1		(11)	2	(11)	3	1
5 weeks	27	28	27	64	23	20		5	30	21	31	25
Over 5 weeks	7	9	5	17	3	1		1	6	6	10	5
Office workers												
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment												
In establishments providing paid vacations	99	99	99	99	100	99	99	99	99	99	99	99
Length-of-time payment	99	97	99	99	99	99	99	99	99	99	99	98
Percentage payment	1	2	(11)	(11)	(11)	1	-	(11)	1	1	1	1
Other	(11)	(11)	(11)	-	-	(11)	(11)	(11)	(11)	(11)	(11)	(11)
In establishments providing no paid vacations	(11)	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)	(11)	(11)
Amount of vacation pay												
After 6 months of service												
Under 1 week	4	5	4	3	4	7	3	4	6	4	4	2
1 week	50	49	50	53	37	29	60	42	56	48	48	45
Over 1 and under 2 weeks	9	9	9	3	5	7	11	11	11	7	11	3
2 weeks	4	2	5	3	1	(11)	9	2	10	2	2	2
Over 2 weeks	(11)	(11)	(11)	(11)	-	(11)	(11)	1	(11)	(11)	(11)	(11)
After 1 year of service												
Under 1 week	(11)	(11)	(11)	-	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)
1 week	17	16	17	30	33	38	3	18	10	21	20	19
Over 1 and under 2 weeks	1	1	1	1	1	2	(11)	1	1	1	1	1
2 weeks	79	78	79	68	65	60	94	72	86	74	76	77
Over 2 weeks	3	5	3	1	1	(11)	3	9	3	3	3	3
After 2 years of service												
Under 1 week	(11)	(11)	(11)	-	-	(11)	-	-	(11)	(11)	(11)	-
1 week	3	5	3	2	5	7	(11)	4	3	6	4	2
Over 1 and under 2 weeks	(11)	1	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)	1	(11)
2 weeks	90	86	92	95	92	91	94	81	90	89	90	92
Over 2 weeks	6	8	5	2	3	2	5	14	7	5	5	6

See footnotes at end of B-series tables.

Table B-5. Paid vacations ¹⁵—Continued

Percent of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1975 ²⁾

Vacation policy	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Office workers—Continued												
Amount of vacation pay—Continued												
After 3 years of service												
Under 1 week	(11)	(11)	-	-	-	-	-	-	(11)	(11)	-	-
1 week	1	2	1	(11)	1	3	(11)	2	1	3	1	1
Under 1 and under 2 weeks	(11)	1	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)	(11)
2 weeks	88	81	92	97	93	94	92	81	88	90	85	92
Under 2 and under 3 weeks	4	8	3	2	4	1	3	7	3	3	8	3
3 weeks	5	7	4	1	2	2	5	6	7	3	5	4
Under 3 weeks	1	1	1	(11)	(11)	(11)	(11)	4	1	1	1	1
After 4 years of service												
Under 1 week	(11)	(11)	-	-	-	-	-	-	(11)	(11)	-	-
1 week	1	2	1	(11)	1	3	(11)	2	1	2	1	(11)
Under 1 and under 2 weeks	(11)	1	(11)	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)
2 weeks	87	80	91	96	92	94	90	79	86	89	85	91
Under 2 and under 3 weeks	5	8	3	2	4	1	3	7	3	4	8	3
3 weeks	6	8	5	1	3	2	7	7	9	4	5	5
Under 3 weeks	1	1	1	(11)	(11)	1	(11)	4	1	1	1	1
After 5 years of service												
Under 1 week	1	1	1	(11)	1	2	(11)	1	(11)	1	(11)	(11)
Under 1 and under 2 weeks	(11)	(11)	(11)	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)
2 weeks	59	57	60	77	68	70	51	51	48	70	66	52
Under 2 and under 3 weeks	6	7	5	3	4	2	7	7	7	6	6	4
3 weeks	33	33	33	19	26	26	41	34	43	21	26	41
Under 3 weeks	2	3	1	1	1	1	1	6	1	2	2	2
After 10 years of service												
Under 1 week	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
Under 1 and under 2 weeks	(11)	(11)	(11)	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)
2 weeks	9	8	10	3	23	17	7	14	6	20	8	5
Under 2 and under 3 weeks	1	1	1	(11)	1	(11)	1	1	1	2	1	(11)
3 weeks	75	67	78	91	62	76	82	64	77	67	74	83
Under 3 and under 4 weeks	4	7	2	2	3	1	2	2	2	2	7	2
4 weeks	10	16	8	3	11	5	7	14	14	8	9	9
Under 4 weeks	1	1	1	(11)	(11)	(11)	(11)	3	(11)	1	1	1
After 12 years of service												
Under 1 week	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
Under 1 and under 2 weeks	(11)	(11)	(11)	(11)	(11)	(11)	-	(11)	(11)	(11)	(11)	(11)
2 weeks	8	6	9	3	19	16	6	13	5	17	7	5
Under 2 and under 3 weeks	1	1	1	(11)	2	(11)	1	1	1	2	1	(11)
3 weeks	73	64	77	91	61	76	79	63	74	66	72	81
Under 3 and under 4 weeks	5	9	3	2	4	1	4	4	3	3	9	3
4 weeks	11	18	8	4	13	6	8	15	16	9	10	10
Under 4 weeks	1	1	1	(11)	1	(11)	1	3	(11)	1	1	1
After 15 years of service												
Under 2 weeks	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
3 weeks	5	4	6	2	12	13	3	9	3	11	3	4
Under 2 and under 3 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)	(11)	(11)
4 weeks	53	44	57	68	52	51	56	54	49	57	54	52
Under 3 and under 4 weeks	4	5	4	2	2	1	6	3	4	3	5	3
4 weeks	36	44	32	27	33	33	34	27	42	26	34	39
Under 4 weeks	2	3	2	2	1	(11)	1	4	1	2	3	1

See footnotes at end of B-series tables.

Table B-5. Paid vacations¹⁵—Continued(Percent of plant and office workers by vacation pay provisions in all metropolitan areas, by industry division and region, ¹ 1975 ²)

Vacation policy	All industries	Industry division							Region ¹			
		Manufacturing	Non-manufacturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Office workers—Continued												
Amount of vacation pay—Continued												
After 20 years of service												
Under 2 weeks	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
2 weeks	5	4	5	2	11	13	2	9	3	11	3	4
Over 2 and under 3 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)	(11)	(11)
3 weeks	19	13	21	5	30	20	23	33	16	27	16	18
Over 3 and under 4 weeks	1	1	1	(11)	1	(11)	(11)	1	1	1	1	(11)
4 weeks	62	58	65	78	43	62	70	47	68	49	62	69
Over 4 and under 5 weeks	2	3	1	1	(11)	(11)	2	2	2	1	3	1
5 weeks	10	21	6	13	14	3	2	3	10	9	14	7
Over 5 weeks	1	1	1	1	1	(11)	(11)	2	(11)	1	1	(11)
After 25 years of service												
Under 2 weeks	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
2 weeks	5	4	5	1	11	12	2	9	3	11	3	4
Over 2 and under 3 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)	(11)	(11)
3 weeks	16	11	17	4	28	17	17	30	11	24	13	17
Over 3 and under 4 weeks	(11)	(11)	(11)	(11)	1	(11)	(11)	1	(11)	(11)	(11)	(11)
4 weeks	47	41	49	17	35	45	67	45	52	37	44	54
Over 4 and under 5 weeks	2	2	3	1	1	(11)	4	3	3	2	2	2
5 weeks	27	39	22	68	23	24	9	7	29	22	34	22
Over 5 weeks	2	4	2	8	1	(11)	(11)	2	2	2	4	2
After 30 years of service												
Under 2 weeks	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
2 weeks	5	4	5	1	11	12	2	9	3	11	3	4
Over 2 and under 3 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)	(11)	(11)
3 weeks	15	11	17	4	28	17	17	30	11	24	13	17
Over 3 and under 4 weeks	(11)	(11)	(11)	(11)	1	(11)	(11)	1	(11)	(11)	(11)	(11)
4 weeks	45	38	47	14	34	44	65	43	49	36	42	52
Over 4 and under 5 weeks	1	1	1	(11)	1	(11)	2	2	2	1	2	1
5 weeks	29	37	25	70	24	25	13	10	31	24	34	24
Over 5 weeks	4	8	2	10	2	(11)	(11)	2	4	3	7	2
Maximum vacation available												
Under 2 weeks	(11)	(11)	(11)	(11)	(11)	1	(11)	1	(11)	1	(11)	(11)
2 weeks	5	4	5	1	11	12	2	9	3	11	3	4
Over 2 and under 3 weeks	(11)	(11)	(11)	(11)	(11)	(11)	(11)	1	(11)	(11)	(11)	(11)
3 weeks	15	11	17	4	28	17	17	30	11	24	13	17
Over 3 and under 4 weeks	(11)	(11)	(11)	(11)	1	(11)	(11)	1	(11)	(11)	(11)	(11)
4 weeks	43	38	45	14	34	43	61	43	45	36	41	52
Over 4 and under 5 weeks	1	1	1	(11)	(11)	(11)	2	2	1	1	2	1
5 weeks	29	36	26	69	24	24	15	10	34	22	33	23
Over 5 weeks	6	10	4	11	2	2	3	3	5	5	8	3

See footnotes at end of B-series tables.

Table B-6. Health, insurance, and pension plans

Percent of plant and office workers employed in establishments having formal provisions,¹⁶ by type of plan and type of financing in all metropolitan areas, by industry division and region,¹ 1975²)

Type of benefit and financing	All industries	Industry divisions							Region ¹			
		Manu- facturing	Nonmanu- facturing	Public utilities ⁸	Wholesale trade	Retail trade	Finance ⁹	Services	Northeast	South	North Central	West
Plant workers												
a establishments providing at least 1 of the benefits shown below	97	99	95	99	99	95		83	98	96	98	97
Life insurance	93	97	88	99	93	87		73	93	91	96	92
Noncontributory plans	73	80	64	84	72	55		57	80	59	78	74
Accidental death and dismemberment insurance	70	74	66	83	75	62		55	67	64	75	78
Noncontributory plans	56	61	50	72	57	40		43	58	42	62	65
Sickness and accident insurance or sick leave or both ¹⁷ ..	82	87	75	85	85	76		55	83	73	91	75
Sickness and accident insurance	61	74	44	47	52	43		36	65	50	80	32
Noncontributory plans	49	63	32	42	42	28		29	56	34	68	25
Sick leave (full pay and no waiting period)	27	21	34	39	45	31		27	35	26	14	39
Sick leave (partial pay or waiting period)	12	8	17	24	11	20		5	7	13	11	21
Long-term disability insurance	23	27	18	26	27	15		11	20	20	27	24
Noncontributory plans	17	22	11	23	19	6		8	16	14	23	15
Hospitalization insurance	95	99	90	99	97	90		77	94	93	97	96
Noncontributory plans	71	80	61	85	73	49		55	80	55	76	76
Surgical insurance	95	99	90	99	97	89		76	94	93	97	96
Noncontributory plans	71	80	61	85	73	49		54	80	55	76	76
Medical insurance	91	95	86	98	94	84		73	90	89	92	95
Noncontributory plans	69	77	59	84	70	47		52	77	53	72	75
Major medical insurance	77	76	78	96	86	77		57	74	82	68	92
Noncontributory plans	54	58	50	82	63	37		38	60	46	48	71
Dental insurance	21	20	22	33	26	21		10	19	11	18	47
Noncontributory plans	19	18	19	31	24	17		9	18	9	16	43
Retirement pension	78	85	69	84	78	69		48	83	67	84	76
Noncontributory plans	69	78	58	75	71	52		41	73	56	78	64
Office workers												
i establishments providing at least 1 of the benefits shown below	99	99	99	99	99	99	99	99	99	99	99	99
Life insurance	97	98	96	99	95	90	98	93	96	96	98	96
Noncontributory plans	71	74	70	83	67	45	74	66	77	65	70	72
Accidental death and dismemberment insurance	73	76	71	82	76	58	69	73	69	68	74	82
Noncontributory plans	52	57	50	72	52	29	46	52	50	45	53	61
Sickness and accident insurance or sick leave or both ¹⁷ ..	88	91	86	93	86	86	84	85	86	83	90	93
Sickness and accident insurance	45	61	38	40	42	44	35	37	52	35	54	33
Noncontributory plans	34	49	27	35	33	24	24	24	42	23	41	20
Sick leave (full pay and no waiting period)	66	68	65	66	65	38	72	71	67	61	62	77
Sick leave (partial pay or waiting period)	9	6	11	21	8	29	5	3	5	11	11	10
Long-term disability insurance	46	46	46	31	40	25	59	44	44	45	46	52
Noncontributory plans	30	31	30	26	27	6	40	28	30	30	31	30
Hospitalization insurance	98	99	98	99	97	94	99	95	98	99	98	99
Noncontributory plans	61	76	55	82	64	35	46	60	65	56	64	58
Surgical insurance	98	99	98	99	97	93	99	94	98	98	98	99
Noncontributory plans	61	76	54	82	64	35	46	59	63	56	64	58
Medical insurance	96	97	95	98	95	82	98	92	96	95	94	99
Noncontributory plans	59	74	53	81	62	34	44	57	61	55	62	58
Major medical insurance	94	93	95	98	92	85	98	92	94	94	92	98
Noncontributory plans	56	64	52	82	58	28	45	56	58	52	55	57
Dental insurance	20	24	18	22	19	14	18	15	19	12	14	42
Noncontributory plans	14	21	10	20	16	8	6	12	13	8	11	28
Retirement pension	86	89	84	83	79	76	92	69	89	82	86	83
Noncontributory plans	73	76	71	73	67	46	82	56	76	68	75	69

See footnotes at end of B-series tables.

Footnotes

¹ For definition of regions, see footnote 3 to appendix table 1.

² Information on establishment practices was obtained triennially on a rotating cycle in most areas. Data for nearly half of the workers were studied in surveys conducted in calendar year 1975; nearly two-fifths in surveys conducted in calendar year 1974; and the remainder in surveys conducted in calendar year 1973.

³ Includes establishments currently operating late shifts and establishments with formal provisions covering late shifts even though they were not currently operating late shifts.

⁴ Includes differentials in addition to those shown separately.

⁵ Less than 0.05 percent.

⁶ Includes such shift differentials as pay at regular rate for more hours than worked, a paid lunch period not given to first-shift workers, and a flat sum per shift. Most of the third-shift workers in the West were employed in establishments which provided differentials of a full day's pay for reduced hours plus a uniform cents-per-hour addition.

⁷ Scheduled hours are the weekly hours which a majority of the full-time workers were expected to work whether they were paid for at straight-time or overtime rates.

⁸ Transportation, communication, and other public utilities.

⁹ Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate, however, are included in "all" and regional data.

¹⁰ Includes weekly schedules other than those presented separately.

¹¹ Less than 0.5 percent.

¹² All combinations of full and half days that add up to the same amount are combined; for example, the proportion of workers receiving a total of 9 days includes those with 9 full days and no half days, 8 full days and 2 half days, 7 full days and 4 half days, and so on. Proportions then were cumulated.

¹³ A number of holidays and half-day holidays, other than those listed, were provided. In general, they applied to relatively few of the plant and office workers and were religious or local in nature.

¹⁴ These days are provided as part of a Christmas-New Year's holiday period typically beginning with Christmas Eve and ending with New Year's Day. Workers with this provision are also reported as receiving Christmas Eve, Christmas Day, New Year's Eve, and New Year's Day.

¹⁵ Includes basic plans only. Excludes plans such as vacation-savings and those plans which offer "extended" or "sabbatical" benefits beyond basic plans to workers having qualifying lengths of service. Such provisions are typical in the steel, aluminum, and can industries.

¹⁶ Estimates listed after each type of benefit include only plans for which the employer pays at least some part of the cost. "Noncontributory plans" include only those plans for which the employer pays all the cost. Excluded are legally required plans such as workers' disability compensation, social security, and railroad retirement.

¹⁷ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans establish the minimum number of days' pay that each employee can expect and exclude informal sick leave allowances determined on an individual basis.

NOTE: In the B-series tables, dashes indicate no data reported.

Chapter IV. Labor-Management Agreement Coverage

About half of the more than 18 million plant and office workers within the scope of the 1973-75 area wage surveys were covered by labor-management agreements; 61 percent of the 14 million plant workers were covered and 13 percent of the 4.4 million office workers. Since the surveys include only metropolitan areas and exclude certain industries and small establishments (see appendix A), the estimates here do not reflect labor-management agreement coverage of the total work force.⁷

Among the industry divisions studied, labor-management agreement coverage varied from almost complete coverage to almost no coverage. (See text table 13.) Coverage was highest by far in public utilities (transportation, communication, and other public utilities), where 91 percent of the plant workers and 61 percent of the office workers were covered. Coverage of plant workers in the other nonmanufacturing industry divisions ranged from 53 percent in wholesale trade to 29 percent in retail trade, and for office workers, from 10 percent in retail trade to 2 percent in finance (finance, insurance, and real estate). Coverage of plant and office workers in manufacturing exceeded that in all nonmanufacturing industry divisions except public utilities in all metropolitan areas combined.

For plant workers, the regional pattern of labor-management agreement coverage in manufacturing differed from the pattern in nonmanufacturing. Coverage for plant workers in manufacturing was highest in the North Central region, followed by the Northeast, West, and South, in that order, each about 10 percentage points lower than the next higher. Coverage for plant workers in nonmanufacturing in each of the non-Southern regions was almost double the proportion in the South.

⁷ A 1974 survey of employee compensation in the private nonfarm economy, covering 23.2 million office and 40.8 million nonoffice workers, reported that 7 percent of the office and 37 percent of the nonoffice workers were employed in establishments in which the majority of such workers were covered by labor-management agreements (*Employee Compensation in the Private Nonfarm Economy, 1974*, Bulletin 1963 Bureau of Labor Statistics, 1977.)

For office workers employed in all industries, coverage ranged from 10 percent in the South to 16 percent in the West. Unlike plant workers, office workers in the South did not rank lowest in each industry division. In public utilities, the West had less extensive coverage, and in finance, the Northeast had slightly less coverage.

Text table 13. Percent of plant workers and office workers in establishments having labor-management agreements, by region and industry division, 1975¹

Region	All industries	Manufacturing	Nonmanufacturing					
			Total	Public utilities	Wholesale trade	Retail trade	Finance ²	Services
Plant workers								
All metropolitan areas -----	61	72	47	91	53	29	-	42
Northeast -----	66	73	57	94	58	38	-	53
South -----	41	53	28	82	25	12	-	17
North Central -----	75	86	56	96	73	34	-	54
West -----	59	64	54	93	55	40	-	52
Office workers								
All metropolitan areas -----	13	11	14	61	5	10	2	7
Northeast -----	13	12	14	66	8	16	1	11
South -----	10	8	11	57	(³)	3	2	3
North Central -----	13	9	16	64	6	11	2	3
West -----	16	14	16	56	6	13	4	14

¹ Information on establishment practices was obtained triennially on a rotating cycle in most areas. Data for nearly half of the workers were studied in surveys conducted in calendar year 1975; nearly two-fifths in surveys conducted in calendar year 1974; and the remainder in surveys conducted in calendar year 1973.

² Finance, insurance, and real estate. Data are not shown separately for plant workers in this industry group. Plant workers in real estate, however, are included in "all" and regional data.

³ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Data presented in this bulletin are representative of (1) the 262 Standard Metropolitan Statistical Areas (SMSA's) of the United States (excluding Alaska and Hawaii), as defined by the Office of Management and Budget through February 1974, and (2) four broad economic regions. They are derived from information obtained from surveys conducted annually in 70 areas selected as a sample. In each area, data are obtained from representative establishments employing 50 workers or more¹ in manufacturing; public utilities (transportation, communication, electric, gas, and sanitary services); wholesale trade; retail trade; finance (finance, insurance, and real estate); and services (7 selected major groups) as defined in the 1967 edition of the Standard Industrial Classification Manual.

Excluded from the scope of the study are contract construction, mining, governmental establishments, and establishments providing medical or educational services. Excluded governmental establishments are not only those performing legislative, judicial, and administrative functions, but also those which are governmentally owned and operated business enterprises, e.g., transit authorities or systems; electric, gas, sewer, or water utilities.

Information on occupational earnings is obtained annually in each of the area surveys, but the payroll months of reference are spread throughout the survey year. As a reference time for the combined results of the occupational wage portion of the surveys (series A tables), an average payroll month of reference is calculated as follows:

1. Total employment within the scope of the survey in each area is multiplied by the area weight (see Sampling procedures). These products are combined for areas having the same payroll month of reference.
2. Aggregates obtained in step 1 are multiplied by a factor assigned to each payroll month. Factors assigned are, for example, January=1, February=2, etc. through December=12.
3. The sum of the products obtained in step 2 is divided by the sum of the aggregates obtained in step 1.

Thus, if there were only two survey areas—one having 50,000 area-weighted workers and a May 1975 reference date, and the other having 100,000 workers and an August 1975 reference date—the average month of reference would be July 1975:

$$\frac{50,000 \times 5(\text{May 1975}) + 100,000 \times 8(\text{August 1975})}{150,000} = 7(\text{July 1975})$$

¹ Establishments in manufacturing, public utilities, or retail trade employing fewer than 100 workers are omitted in surveys in the 13 most highly populated areas (Boston, Chicago, Cleveland, Dallas—Ft. Worth, Detroit, Los Angeles—Long Beach, Newark, New York, Philadelphia, Pittsburgh, St. Louis, San Francisco—Oakland, and Washington).

Information on establishment practices, supplementary wage benefits, and coverage by labor-management agreements is obtained only every third year in each area. Hence, if information on these items was not collected in a survey conducted during 1975, the most recent survey in which such data were collected was used to derive estimates presented in the series B tables, text table 13 (labor-management agreement coverage), and table 1 of this appendix. Information was tabulated from 31 surveys conducted during 1975, covering almost one-half of the workers within the scope of the surveys; 30 surveys conducted during 1974, covering over one-third of the workers; and 10 surveys conducted during 1973, covering the remainder of the workers.

Sampling procedures

The sampling is a two-stage design consisting of an establishment sample and an area sample. The establishment sample is designed to present data for individual areas; the area sample allows presentation for metropolitan areas combined. Data in this bulletin primarily relate to metropolitan areas combined.

The establishment sample is selected from a universe of all firms within the scope of each survey, stratified by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection, so that unbiased estimates are generated. For example, if 1 out of 4 establishments is selected, it is given a weight of 4 to represent itself plus three others. If data are not available from the original sample member, an alternate of the same original probability is chosen in the same industry-size classification. If no suitable substitute is available, additional weight is assigned to a sample member that is similar.

The area sample of 70 areas is based on the selection of 1 area from a stratum of similar areas. Stratification criteria are region, size of areas, and type of industrial activity. Thirty-three areas represent themselves, either because of population size or the unusual nature of their industrial composition. Each of the 37 other areas represents itself and one or more similar areas. When preparing regional or all-metropolitan areas estimates, data from each area are weighted by the ratio of total nonagricultural employment in the stratum to that in the sample area.

Occupations and occupational groups

The occupations studied are common to the variety of manufacturing and nonmanufacturing industries within the scope of the surveys and are from four occupational categories: Office clerical, professional and technical, maintenance and powerplant, and custodial and material movement. Occupational definitions (see appendix B) are designed so that the essential

Appendix table 1. Establishments and workers within scope of survey and number studied in all metropolitan areas,¹ by major industry division² and region,³ 1975⁴

Industry division and region	Number of establishments		Number of workers in establishments (in thousands)			
	Within scope of study ⁵	Studied	Within scope of study			Studied
			Total ⁶	Plant workers	Office workers	
All industries	99,554	13,144	24,323.0	14,022.0	4,427.0	9,343.1
Northeast	27,030	3,553	6,752.9	3,608.6	1,379.1	2,598.1
South	28,437	3,670	6,068.8	3,748.4	991.0	2,007.1
North Central	26,589	3,758	7,450.3	4,480.0	1,278.1	3,139.3
West	17,497	2,163	4,051.0	2,185.0	778.9	1,598.5
Manufacturing	35,258	4,617	11,376.0	7,759.6	1,375.9	4,230.4
Northeast	11,280	1,303	3,220.9	2,101.1	424.7	1,055.1
South	8,665	1,165	2,487.3	1,850.6	216.4	801.6
North Central	10,015	1,459	4,140.1	2,865.8	529.4	1,750.4
West	5,297	690	1,527.8	942.1	205.3	623.3
Nonmanufacturing	64,296	8,527	12,947.0	6,262.4	3,051.2	5,112.7
Northeast	15,750	2,250	3,532.1	1,507.5	954.4	1,543.0
South	19,772	2,505	3,581.5	1,897.8	774.6	1,205.6
North Central	16,574	2,299	3,310.1	1,614.2	748.6	1,388.9
West	12,200	1,473	2,523.3	1,242.8	573.6	975.2
Transportation, communication, and other public utilities ⁷	6,736	1,403	2,568.7	1,312.3	522.1	1,515.5
Northeast	1,443	347	651.7	336.8	140.6	431.9
South	2,193	415	703.0	375.9	128.0	355.0
North Central	1,964	410	709.2	357.6	144.7	415.5
West	1,137	231	504.7	242.0	108.9	313.1
Wholesale trade	12,212	1,386	1,453.2	751.1	348.3	340.9
Northeast	3,285	396	379.7	188.4	100.5	89.4
South	3,305	381	375.6	200.0	88.0	84.7
North Central	3,227	374	407.9	205.4	97.7	109.8
West	2,395	235	290.0	157.3	62.1	56.9
Retail trade	19,866	2,046	4,362.9	2,983.8	405.5	1,669.8
Northeast	4,133	498	1,006.6	651.3	100.5	438.9
South	6,644	630	1,307.0	930.4	115.3	432.5
North Central	5,261	552	1,189.7	790.6	117.5	506.1
West	3,828	366	859.6	611.5	72.3	292.2
Finance, insurance, and real estate ⁸	10,235	1,379	2,298.5	⁹ 105.1	1,422.2	925.2
Northeast	2,602	370	830.1	⁹ 32.6	501.8	384.2
South	3,212	401	549.8	⁹ 40.1	346.0	163.2
North Central	2,519	377	503.0	⁹ 19.9	309.6	210.4
West	1,901	231	415.6	⁹ 12.6	264.8	167.5
Services ¹⁰	15,248	2,313	2,263.7	1,110.1	353.0	661.4
Northeast	4,286	639	664.0	298.5	111.0	198.6
South	4,418	678	646.0	351.4	97.3	170.1
North Central	3,604	586	500.4	240.7	79.2	147.1
West	2,940	410	453.3	219.5	65.6	145.6

¹ 262 Standard Metropolitan Statistical Areas in the United States (excluding Alaska and Hawaii) as established by the Office of Management and Budget through February 1974. The wage practice data for 14 areas relate to the areas as defined before February 1974.

² The 1967 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

³ The regions are defined as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

⁴ Data relate to surveys conducted between January 1973 and December 1975. Nearly half of the data was collected in calendar year 1975, nearly two-fifths in calendar year 1974, and the remainder in calendar year 1973.

⁵ Includes all establishments with total employment at or above the minimum limitation (50 employees). In 13 of the largest areas, the minimum size was 100 employees in manufacturing, public utilities, and retail trade establishments.

⁶ Totals include executive, professional, and other workers excluded from the separate plant and office categories. The estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. They are not intended, however, to serve as a basis of comparison with other employment data to measure employment trends or levels, since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the studies.

⁷ Abbreviated to "public utilities" in the A- and B-series tables. Excludes taxicabs, services incidental to water transportation, and municipally operated establishments.

⁸ Abbreviated to "finance" in the A- and B-series tables.

⁹ Estimate relates only to real estate establishments. Workers from the entire industry division are represented in the A-series tables, but from the real estate portion only in "all industry" estimates in the B-series tables.

¹⁰ Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

NOTE: Because of rounding, sums of individual items may not equal totals.

elements of skill, difficulty, and responsibility that establish the basic concept of the job being studied are used in classifying workers. Minor variations in duties from establishment to establishment do not affect classification.

For analyzing occupational earnings and wage differences among metropolitan areas (interarea pay comparisons), information relating to key occupations has been combined as follows to represent four occupational groups.

Office clerical (men and women):

Bookkeeping-machine operators, class B
Clerks, accounting, classes A and B
Clerks, file, classes A, B, and C
Clerks, order
Clerks, payroll
Key punch operators, classes A and B
Messengers
Secretaries
Stenographers, general
Stenographers, senior
Tabulating-machine operators, class B
Typists, classes A and B

Electronic data processing (men and women):

Computer operators, classes A, B, and C
Computer programmers, business, classes A, B, and C
Computer systems analysts, business, classes A, B, and C

Skilled maintenance (men):

Carpenters
Electricians
Machinists
Mechanics
Mechanics (automotive)
Painters
Pipefitters
Tool and die makers

Unskilled plant (men):

Janitors, porters, and cleaners
Laborers, material handling

Occupational earnings

Earnings collected in the surveys are time and incentive earnings paid full-time employees for straight-time work. Cost-of-living allowances are included. Premium pay for overtime or for work on weekends, holidays, or late shifts, and nonproduction bonuses are excluded.

The number of hours per week for which an employee receives a regular, straight-time salary (standard workweek) is obtained for employees in occupations for which information on weekly earnings is to be presented. Weekly earnings and hours are presented for office clerical, and professional and technical occupations. Hourly earnings are presented for maintenance, powerplant, custodial, and material movement occupations.

Wage differences among metropolitan areas

To compare the level of earnings in a survey area to levels in other areas and all metropolitan areas combined, pay relatives are computed.² The pay relatives express average earnings for an occupational

² Pay relatives are computed for 92 survey areas—70 areas in the new sample of SMSA's, 13 areas in the old sample of SMSA's, and 9 areas in which area wage surveys are done under contract (Akron, Ohio; Austin, Tex.; Binghamton, N.Y.—Pa.; Birmingham, Ala.; Fort Lauderdale—Hollywood and West Palm Beach—Boca Raton, Fla.; Lexington—Fayette, Ky.; Melbourne—Titusville—Cocoa, Fla.; Raleigh—Durham, N.C.; and Syracuse, N.Y.).

group (described above) in an area as a percent of average earnings for the same occupational group in all metropolitan areas combined. Relatives are computed for earnings of workers in (1) establishments in all six broad industry divisions combined, (2) manufacturing establishments, and (3) nonmanufacturing establishments.³ The following procedure, which eliminates interarea differences in occupational composition as a factor in examining area pay levels, is used in constructing the pay relatives:

1. Each occupation is assigned a weight based on its proportionate contribution to all-industry employment in the occupational group in all metropolitan areas combined. The weights for the unskilled plant group, for example, are 56 percent for janitors and 44 percent for material handling laborers.
2. Occupational averages are multiplied by the corresponding occupational weights, and the products are totaled to produce group averages for each area and the Nation. All-industry occupational weights are also used to compute manufacturing and nonmanufacturing group averages.
3. Area pay relatives are obtained by dividing the group averages for the area by the corresponding national average, which equals 100. Thus, a pay relative of 80 indicates that an area's pay level is 80 percent of the nationwide pay level, that is, 20 percent below.

Data were collected from March 1974 through July 1975. Since the area averages relate to different payroll months, adjustment is made for differences in survey timing. The assumption is made that the wage level for all metropolitan areas combined increased uniformly during the 17 months from February 1974 to July 1975. Thus, by adding the appropriate number of monthly wage increments to the February 1974 pay level, the nationwide pay level can be estimated for any month between February 1974 and July 1975 in which an individual area was studied. For example, an area study having a payroll reference month of April 1974 is compared to the nationwide pay level as of March 1974 plus one-seventeenth of the nationwide wage increase.

Although area data are adjusted for differences in occupational composition among areas, no attempt is made to adjust for differences in industry mix. Thus, if an area has an industry mix considerably different from the national mix, pay relatives for all industries do not necessarily fall between those for manufacturing and nonmanufacturing. The unskilled plant worker group in Akron, for example, had a pay relative of 129 for all industries, while the manufacturing and nonmanufacturing relatives were 116 and 117, respectively.

Establishment practices and supplementary wage provisions

The B-series tables provide information on establishment practices and supplementary wage provisions for full-time plant and office workers. "Plant workers" include working supervisors and all nonsupervisory workers.

³ Pay relatives for earnings of skilled maintenance workers in nonmanufacturing establishments are not computed since data are insufficient to meet publication criteria.

(including group leaders and trainees) engaged in nonoffice functions. Cafeteria workers and salesroute drivers are excluded from manufacturing, but included in nonmanufacturing industries. "Office workers" include working supervisors and nonsupervisory workers performing clerical or related functions. Administrative, executive, professional, and part-time employees are excluded. Part-time employees are those hired to work a schedule calling regularly for fewer weekly hours than the establishment's schedule for full-time employees in the same general type of work. The determination is based on the employer's distinction between the two groups which may take into account not only differences in work schedules but differences in pay and benefits.

Shift differentials—manufacturing (table B-1). Data were collected on policies of manufacturing establishments regarding pay differentials for plant workers on late shifts. Establishments considered as having policies are those which (1) have provisions in writing covering the operation of late shifts, or (2) have operated late shifts at any time during the 12 months preceding a survey. When establishments have several differentials which vary by job, the differential applying to the majority of the plant workers is recorded. When establishments have differentials which apply only to certain hours of work, the differential applying to the majority of the shift hours is recorded.

For purposes of this study, a late shift is either a second (evening) shift which ends at or near midnight or a third (night) shift which starts at or near midnight.

Differentials for second and third shifts are summarized separately for (1) establishment policies (an establishment's differentials are weighted by all plant workers in the establishment at the time of the survey) and (2) effective practices (an establishment's differentials are weighted by plant workers employed on the specified shift at the time of the survey).

Scheduled weekly hours; paid holidays; paid vacations; and health, insurance, and pension plans. Provisions which apply to a majority of the plant or office workers in an establishment are considered to apply to all plant or office workers in the establishment; a practice or provision is considered nonexistent when it applies to less than a majority. Holidays; vacations; and health, insurance, and pension plans are considered applicable to employees currently eligible for the benefits as well as to employees who will eventually become eligible.

Scheduled weekly hours (table B-2). Scheduled weekly hours refer to the number of hours per week which full-time first (day) shift workers are expected to work, whether paid for at straight-time or overtime rates. Summary information on days per week is presented in text table 8.

Paid holidays (table B-3). Holidays are included only if they are granted annually on a formal basis (provided for in written form or established by custom) and employees are paid for the time off. They are included even though in a particular year they fall on a nonworkday and employees are not granted another day off.

Data are tabulated to show the percent of workers who (1) are granted specific numbers of whole and half holidays and (2) are granted specified amounts of total holiday time (whole and half holidays are aggregated). Table B-4 reports the incidence of the most common paid holidays.

Paid vacations (table B-5). Establishments report their method of calculating vacation pay (time basis, percent of annual earnings, flat-sum payment, etc.) and the amount of vacation pay granted. Only basic formal plans are reported. Vacation bonuses, vacation-saving plans, and "extended" or "sabbatical" benefits beyond basic plans are excluded.

For tabulating vacation pay granted, all provisions are expressed on a time basis. Vacation pay calculated on other than a time basis is converted to its equivalent time period. Two percent of annual earnings, for example, is tabulated as 1 week's vacation pay.

Also, provisions after each specified length of service are related to all plant or office workers in an establishment regardless of length of service. Vacation plans commonly provide for larger amounts of vacation pay as length of service increases. Counts of plant or office workers by length of service were not obtained. The tabulation of vacation pay granted presents, therefore, statistical measures of these provisions rather than proportions of workers actually receiving specific benefits.

Health, insurance, and pension plans (table B-6). Health, insurance, and pension plans include plans for which the employer pays either all or part of the cost. The cost may be (1) underwritten by a commercial insurance company or nonprofit organization, (2) covered by a union fund to which the employer has contributed, or (3) borne directly by the employer out of operating funds or a fund set aside to cover the cost. A plan is included even though a majority of the employees in an establishment do not choose to participate in it because they are required to bear part of its cost (provided the choice to participate is available or will eventually become available to a majority). Legally required plans such as social security, railroad retirement, workers' compensation, and temporary disability insurance⁴ are excluded.

⁴ Temporary disability insurance which provides benefits to covered workers disabled by injury or illness which is not work-connected is mandatory under State laws in California, New Jersey, New York, and Rhode Island. Establishment plans which meet only the legal requirements are excluded from these data, but those under which (1) employers contribute more than is legally required or (2) benefits exceed those specified in the State law are included. In Rhode Island, benefits are paid out of a State fund to which only employees contribute. In each of the other three States, benefits are paid either from a State fund or through a private plan:

State fund financing: In California, only employees contribute to the State fund; in New Jersey, employees and employers contribute; in New York, employees contribute up to a specified maximum and employers pay the difference between the employee's share and the total contribution required.

Private plan financing: In California and New Jersey, employees cannot be required to contribute more than they would if they were covered by the State fund; in New York, employees can agree to contribute more if the State rules that the additional contribution is commensurate with the benefit provided.

Federal legislation (Railroad Unemployment Insurance Act) provides temporary disability insurance benefits to railroad workers for illness or injury, whether work-connected or not. The legislation requires that employers bear the entire cost of the insurance.

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker.

Accidental death and dismemberment is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

Sickness and accident insurance includes only those plans which provide that predetermined cash payments be made directly to employees who lose time from work because of illness or injury, e.g., \$50 a week for up to 26 weeks of disability.

Sick leave plans are limited to formal plans⁵ which provide for continuing an employee's pay during absence from work because of illness. Data collected distinguish between (1) plans which provide full pay with no waiting period, and (2) plans which either provide partial pay or require a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workers' disability compensation, and private pension benefits payable to the disabled employee.

⁵ An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

Hospitalization, surgical, and medical insurance plans reported provide full or partial payment for basic services rendered. Hospitalization insurance covers hospital room and board and may cover other hospital expenses. Surgical insurance covers surgeons' fees. Medical insurance covers doctors' fees for home, office, or hospital calls. Plans restricted to post-operative medical care or a doctor's care for minor ailments at a worker's place of employment are not considered to be medical insurance.

Major medical insurance coverage applies to services which go beyond the basic services covered under hospitalization, surgical, and medical insurance. Major medical insurance typically (1) requires that a "deductible" (e.g., \$50) be met before benefits begin, (2) has a coinsurance feature that requires the insured to pay a portion (e.g., 20 percent) of certain expenses, and (3) has a specified dollar maximum of benefits (e.g., \$10,000 a year).

Dental insurance plans provide normal dental service benefits, usually for fillings, extractions, and X-rays. Plans which provide benefits for only oral surgery or repairing damage resulting from an accident are not reported.

Retirement pension plans provide for regular payments to the retiree for life. Included are deferred profit-sharing plans which provide the option of purchasing a lifetime annuity.

Labor-management agreement coverage (text table 13). Estimates relate to the extent of labor-management agreement coverage, not union membership. All plant or office workers in an establishment are considered to be covered if a majority of the plant or office workers are covered.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field economists are instructed to exclude working supervisors; apprentices; learners; beginners; trainees; and handicapped, part-time, temporary, and probationary workers.

OFFICE

BILLER, MACHINE

Prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations. For wage study purposes, billers, machine, are classified by type of machine, as follows:

Biller, machine (billing machine). Uses a special billing machine (combination typing and adding machine) to prepare bills and invoices from customers' purchase orders, internally prepared orders, shipping memorandums, etc. Usually involves application of predetermined discounts and shipping charges and entry of necessary extensions, which may or may not be computed on the billing machine, and totals which are automatically accumulated by machine. The operation usually involves a large number of carbon copies of the bill being prepared and is often done on a fanfold machine.

Biller, machine (bookkeeping machine). Uses a bookkeeping machine (with or without a typewriter keyboard) to prepare customers' bills as part of the accounts receivable operation. Generally involves the simultaneous entry of figures on customers' ledger record. The machine automatically accumulates figures on a number of vertical columns and computes and usually prints automatically the debit or credit balances. Does not involve a knowledge of bookkeeping. Works from uniform and standard types of sales and credit slips.

BOOKKEEPING-MACHINE OPERATOR

Operates a bookkeeping machine (with or without a typewriter keyboard) to keep a record of business transactions.

Class A. Keeps a set of records requiring a knowledge of and experience in basic bookkeeping principles, and familiarity with the structure of the particular accounting system used. Determines proper records and distribution of debit and credit items to be used in each phase of the work. May prepare consolidated reports, balance sheets, and other records by hand.

Class B. Keeps a record of one or more phases or sections of a set of records usually requiring little knowledge of basic bookkeeping. Phases or sections include accounts payable, payroll, customers' accounts (not including a simple type of billing described under biller, machine), cost distribution, expense distribution, inventory control, etc. May check or assist in preparation of trial balances and prepare control sheets for the accounting department.

CLERKS, ACCOUNTING

Performs one or more accounting clerical tasks such as posting to registers and ledgers; reconciling bank accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying for clerical accuracy various types of reports, lists, calculations, posting, etc.; or preparing simple or assisting in preparing more complicated journal vouchers. May work in either a manual or automated accounting system.

The work requires a knowledge of clerical methods and office practices and procedures which relates to the clerical processing and recording of transactions and accounting information. With experience, the worker typically becomes familiar with the bookkeeping and accounting terms and procedures used in the assigned work, but is not required to have a knowledge of the formal principles of bookkeeping and accounting.

CLERKS, ACCOUNTING—Continued

Positions are classified into levels on the basis of the following definitions.

Class A. Under general supervision, performs accounting clerical operations which require the application of experience and judgment, for example, clerically processing complicated or nonrepetitive accounting transactions, selecting among a substantial variety of prescribed accounting codes and classifications, or tracing transactions through previous accounting actions to determine source of discrepancies. May be assisted by one or more class B accounting clerks.

Class B. Under close supervision, following detailed instructions and standardized procedures, performs one or more routine accounting clerical operations, such as posting to ledgers, cards, or worksheets where identification of items and locations of postings are clearly indicated; checking accuracy and completeness of standardized and repetitive records or accounting documents; and coding documents using a few prescribed accounting codes.

CLERK, FILE

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions.

Class A. Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

Class B. Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

Class C. Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

CLERK, ORDER

Receives customers' orders for material or merchandise by mail, phone, or personally. Duties involve any combination of the following: Quoting prices to customers; making out an order sheet listing the items to make up the order; checking prices and quantities of items on order sheet; and distributing order sheets to respective departments to be filled. May check with credit department to determine credit rating of customer, acknowledge receipt of orders from customers, follow up orders to see that they have been filled, keep file of orders received, and check shipping invoices with original orders.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

KEYPUNCH OPERATOR

Operates a keypunch machine to record or verify alphabetic and/or numeric data on tabulating cards or on tape.

Positions are classified into levels on the basis of the following definitions.

Class A. Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be keypunched from a variety of source documents. On occasion may also perform some routine keypunch work. May train inexperienced keypunch operators.

Class B. Work is routine and repetitive. Under close supervision or following specific procedures or instructions, works from various standardized source documents which have been coded, and follows specified procedures which have been prescribed in detail and require little or no selecting, coding, or interpreting of data to be recorded. Refers to supervisor problems arising from erroneous items or codes or missing information.

MESSENGER

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening and distributing mail, and other minor clerical work. Exclude positions that require operation of a motor vehicle as a significant duty.

SECRETARY

Assigned as personal secretary, normally to one individual. Maintains a close and highly responsive relationship to the day-to-day work of the supervisor. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties, usually including most of the following:

- Receives telephone calls, personal callers, and incoming mail, answers routine inquiries, and routes technical inquiries to the proper persons;
- Establishes, maintains, and revises the supervisor's files;
- Maintains the supervisor's calendar and makes appointments as instructed;
- Relays messages from supervisor to subordinates;
- Reviews correspondence, memorandums, and reports prepared by others for the supervisor's signature to assure procedural and typographic accuracy;
- Performs stenographic and typing work.

May also perform other clerical and secretarial tasks of comparable nature and difficulty. The work typically requires knowledge of office routine and understanding of the organization, programs, and procedures related to the work of the supervisor.

Exclusions

Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- Positions which do not meet the "personal" secretary concept described above;
- Stenographers not fully trained in secretarial type duties;
- Stenographers serving as office assistants to a group of professional, technical, or managerial persons;
- Secretary positions in which the duties are either substantially more routine or substantially more complex and responsible than those characterized in the definition;
- Assistant type positions which involve more difficult or more responsible technical, administrative, supervisory, or specialized clerical duties which are not typical of secretarial work.

NOTE: The term "corporate officer," used in the level definitions following, refers to those officials who have a significant corporate-wide policymaking role with regard to major company activities. The title "vice president," though normally indicative of this role, does not in all cases identify such positions. Vice presidents whose primary responsibility is to act personally on individual cases or transactions (e.g., approve or deny individual loan or credit actions; administer individual trust accounts; directly supervise a clerical staff) are not considered to be "corporate officers" for purposes of applying the following level definitions.

SECRETARY—Continued

Class A

- Secretary to the chairman of the board or president of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 5,000 but fewer than 25,000 persons; or
- Secretary to the head, immediately below the corporate officer level, of a major segment or subsidiary of a company that employs, in all, over 25,000 persons.

Class B

- Secretary to the chairman of the board or president of a company that employs, in all, fewer than 100 persons; or
- Secretary to a corporate officer (other than the chairman of the board or president) of a company that employs, in all, over 100 but fewer than 5,000 persons; or
- Secretary to the head, immediately below the officer level, over either a major corporate-wide functional activity (e.g., marketing, research, operations, industrial relations, etc.) or a major geographic or organizational segment (e.g., a regional headquarters; a major division) of a company that employs, in all, over 5,000 but fewer than 25,000 employees; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, over 5,000 persons; or
- Secretary to the head of a large and important organizational segment (e.g., a middle management supervisor of an organizational segment often involving as many as several hundred persons) or a company that employs, in all, over 25,000 persons.

Class C

- Secretary to an executive or managerial person whose responsibility is not equivalent to one of the specific level situations in the definition for class B, but whose organizational unit normally numbers at least several dozen employees and is usually divided into organizational segments which are often, in turn, further subdivided. In some companies, this level includes a wide range of organizational echelons; in others, only one or two; or
- Secretary to the head of an individual plant, factory, etc. (or other equivalent level of official) that employs, in all, fewer than 5,000 persons.

Class D

- Secretary to the supervisor or head of a small organizational unit (e.g., fewer than about 25 or 30 persons); or
- Secretary to a nonsupervisory staff specialist, professional employee, administrative officer, or assistant, skilled technician or expert. (NOTE: Many companies assign stenographers, rather than secretaries as described above, to this level of supervisory of nonsupervisory worker.)

STENOGRAPHER

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings (if primary duty is transcribing from recordings, see Transcribing-Machine Operator, General).

NOTE: This job is distinguished from that of a secretary in that a secretary normally works in a confidential relationship with only one manager or executive and performs more responsible and discretionary tasks as described in the secretary job definition.

Stenographer, General

Dictation involves a normal routine vocabulary. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

STENOGRAPHER—Continued

Stenographer, Senior

Dictation involves a varied technical or specialized vocabulary such as in legal briefs or reports on scientific research. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires a high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure; and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; and answering routine questions, etc.

SWITCHBOARD OPERATOR-RECEPTIONIST

In addition to performing duties of operator on a single-position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)

Operates one or a variety of machines such as the tabulator, calculator, collator, interpreter, sorter, reproducing punch, etc. Excluded from this definition are working supervisors. Also excluded are operators of electronic digital computers, even though they may also operate EAM equipment.

Positions are classified into levels on the basis of the following definitions.

Class A. Performs complete reporting and tabulating assignments including devising difficult control panel wiring under general supervision. Assignments typically involve a variety of long and complex reports which often are irregular or nonrecurring, requiring some planning of the nature and sequencing of operations, and the use of a variety of machines. Is typically involved in training new operators in machine operations or training lower level operators in wiring from diagrams and in the operating sequences of long and complex reports. Does not include positions in which wiring responsibility is limited to selection and insertion of prewired boards.

PROFESSIONAL AND TECHNICAL

COMPUTER OPERATOR

Monitors and operates the control console of a digital computer to process data according to operating instructions, usually prepared by a programmer. Work includes most of the following: Studies instructions to determine equipment setup and operations; loads equipment with required items (tape reels, cards, etc.); switches necessary auxiliary equipment into circuit, and starts and operates computer; makes adjustments to computer to correct operating problems and meet special conditions; reviews errors made during operation and determines cause or refers problem to supervisor or programmer; and maintains operating records. May test and assist in correcting program.

For wage study purposes, computer operators are classified as follows:

Class A. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: New programs are frequently tested and introduced; scheduling requirements are of critical importance to minimize downtime; the programs are of complex design so that identification of error source often requires a working knowledge of the total program, and alternate programs may not be available. May give direction and guidance to lower level operators.

Class B. Operates independently, or under only general direction, a computer running programs with most of the following characteristics: Most of the programs are established production runs, typically run on a regularly recurring basis; there is little or no testing of new programs required; alternate programs are provided in case original program needs major change or cannot be corrected within a reasonable time. In common error situations, diagnoses cause and takes corrective action. This usually involves applying previously programmed corrective steps, or using standard correction techniques.

OR

Operates under direct supervision a computer running programs or segments of programs with the characteristics described for class A. May assist a higher level operator by independently performing less difficult tasks assigned, and performing difficult tasks following detailed instructions and with frequent review of operations performed.

Class C. Works on routine programs under close supervision. Is expected to develop working knowledge of the computer equipment used and ability to detect problems involved in running routine programs. Usually has received some formal training in computer operation. May assist higher level operator on complex programs.

TABULATING-MACHINE OPERATOR (Electric Accounting Machine Operator)—Continued

Class B. Performs work according to established procedures and under specific instructions. Assignments typically involve complete but routine and recurring reports or parts of larger and more complex reports. Operates more difficult tabulating or electrical accounting machines such as the tabulator and calculator, in addition to the simpler machines used by class C operators. May be required to do some wiring from diagrams. May train new employees in basic machine operations.

Class C. Under specific instructions, operates simple tabulating or electrical accounting machines such as the sorter, interpreter, reproducing punch, collator, etc. Assignments typically involve portions of a work unit, for example, individual sorting or collating runs, or repetitive operations. May perform simple wiring from diagrams, and do some filing work.

TRANSCRIBING-MACHINE OPERATOR, GENERAL

Primary duty is to transcribe dictation involving a normal routine vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. Workers transcribing dictation involving a varied technical or specialized vocabulary such as legal briefs or reports on scientific research are not included. A worker who takes dictation in shorthand or by Stenotype or similar machine is classified as a stenographer.

TYPIST

Uses a typewriter to make copies of various materials or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

Class B. Performs one or more of the following: Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

COMPUTER PROGRAMMER, BUSINESS

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves most of the following: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Class A. Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

COMPUTER PROGRAMMER, BUSINESS—Continued

May provide functional direction to lower level programmers who are assigned to assist.

Class B. Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine record-keeping type operations.

OR

Works on complex programs (as described for class A) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction.

May guide or instruct lower level programmers.

Class C. Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

COMPUTER SYSTEMS ANALYST, BUSINESS

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves most of the following: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Class A. Works independently or under only general direction on complex problems involving all phases of system analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate followup actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

Class B. Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied.

OR

Works on a segment of a complex data processing scheme or system, as described for class A. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Class C. Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

DRAFTER

Class A. Plans the graphic presentation of complex items having distinctive design features that differ significantly from established drafting precedents. Works in close support with the design originator, and may recommend minor design changes. Analyzes the effect of each change on the details of form, function, and positional relationships of components and parts. Works with a minimum of supervisory assistance. Completed work is reviewed by design originator for consistency with prior engineering determinations. May either prepare drawings, or direct their preparation by lower level drafters.

Class B. Performs nonroutine and complex drafting assignments that require the application of most of the standardized drawing techniques regularly used. Duties typically involve such work as: Prepares working drawings of subassemblies with irregular shapes, multiple functions, and precise positional relationships between components; prepares architectural drawings for construction of a building including detail drawings of foundations, wall sections, floor plans, and roof. Uses accepted formulas and manuals in making necessary computations to determine quantities of materials to be used, load capacities, strengths, stresses, etc. Receives initial instructions, requirements, and advice from supervisor. Completed work is checked for technical adequacy.

Class C. Prepares detail drawings of single units or parts for engineering, construction, manufacturing, or repair purposes. Types of drawings prepared include isometric projections (depicting three dimensions in accurate scale) and sectional views to clarify positioning of components and convey needed information. Consolidates details from a number of sources and adjusts or transposes scale as required. Suggested methods of approach, applicable precedents, and advice on source materials are given with initial assignments. Instructions are less complete when assignments recur. Work may be spot-checked during progress.

DRAFTER-TRACER

Copies plans and drawings prepared by others by placing tracing cloth or paper over drawings and tracing with pen or pencil. (Does not include tracing limited to plans primarily consisting of straight lines and a large scale not requiring close delineation.)

AND/OR

Prepares simple or repetitive drawings of easily visualized items. Work is closely supervised during progress.

ELECTRONICS TECHNICIAN

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairmen of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions.

Class A. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electro-magnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wage forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

Class B. Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically can be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the class A technician.

ELECTRONICS TECHNICIAN—Continued

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Class C. Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

MAINTENANCE AND POWERPLANT

BOILER TENDER

Fires stationary boilers to furnish the establishment in which employed with heat, power, or steam. Feeds fuels to fire by hand or operates a mechanical stoker, gas, or oil burner; and checks water and safety valves. May clean, oil, or assist in repairing boilerroom equipment.

CARPENTER, MAINTENANCE

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELECTRICIAN, MAINTENANCE

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment in which employed with power, heat, refrigeration, or air-conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers and boiler-fed water pumps; making equipment repairs; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

HELPER, MAINTENANCE TRADES

Assists one or more workers in the skilled maintenance trades, by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR, TOOLROOM

Specializes in the operation of one or more types of machine tools, such as jig borers, cylindrical or surface grinders, engine lathes, or milling machines, in the construction of machine-shop tools, gauges, jigs, fixtures, or dies. Work involves most of the following: Planning and performing difficult machining operations; processing items requiring complicated setups or a high degree of accuracy; using a variety of precision measuring instruments; selecting feeds, speeds, tooling, and operation sequence; and making necessary adjustments during operation to

ELECTRONICS TECHNICIAN—Continued

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot checked, but is given detailed review when new or advanced assignments are involved. **NURSE, INDUSTRIAL (Registered)**

A registered nurse who gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve a combination of the following: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

MACHINE-TOOL OPERATOR, TOOLROOM

achieve requisite tolerances or dimensions. May be required to recognize when tools need dressing, to dress tools, and to select proper coolants and cutting and lubricating oils. For cross-industry wage study purposes, machine-tool operators, toolroom, in tool and die jobbing shops are excluded from this classification.

MACHINIST, MAINTENANCE

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves most of the following: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MECHANIC, AUTOMOTIVE (Maintenance)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves most of the following: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the automotive mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting up or adjusting machines.

MILLWRIGHT

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves most of the following: Planning and laying out of the work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

PAINTER, MAINTENANCE

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work involves the following: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other

PAINTER, MAINTENANCE—Continued

paing ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

PIPEFITTER, MAINTENANCE

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves most of the following: Laying out of work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.

SHEET-METAL WORKER, MAINTENANCE

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: Planning and laying out all types of sheet-

CUSTODIAL AND MATERIAL MOVEMENT

GUARD AND WATCHMAN

Guard. Performs routine police duties, either at fixed post or on tour, maintaining order, using arms or force where necessary. Includes gatemen who are stationed at gate and check on identity of employees and other persons entering.

Watchman. Makes rounds of premises periodically in protecting property against fire, theft, and illegal entry.

JANITOR, PORTER, OR CLEANER

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers who specialize in window washing are excluded.

LABORER, MATERIAL HANDLING

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve one or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. Longshoremen, who load and unload ships are excluded.

ORDER FILLER

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

PACKER, SHIPPING

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and may involve one or more of the following: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Packers who also make wooden boxes or crates are excluded.

SHIPPING AND RECEIVING CLERK

Prepares merchandise for shipment, or receives and is responsible for incoming shipments of merchandise or other materials. Shipping work involves: A knowledge of shipping procedures, practices, routes, available means of transportation, and rates; and preparing records of the goods

SHEET-METAL WORKER, MAINTENANCE—Continued

metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

TOOL AND DIE MAKER

Constructs and repairs machine-shop tools, gauges, jigs, fixtures or dies for forgings, punching, and other metal-forming work. Work involves most of the following: Planning and laying out of work from models, blueprints, drawings, or other oral and written specifications; using a variety of tool and die maker's handtools and precision measuring instruments; understanding of the working properties of common metals and alloys; setting up and operating of machine tools and related equipment; making necessary shop computations relating to dimensions of work, speeds, feeds, and tooling of machines; heat-treating of metal parts during fabrication as well as of finished tools and dies to achieve required qualities; working to close tolerances; fitting and assembling of parts to prescribed tolerances and allowances; and selecting appropriate materials, tools, and processes. In general, the tool and die maker's work requires a rounded training in machine-shop and toolroom practice usually acquired through a formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, tool and die makers in tool and die jobbing shops are excluded from this classification.

SHIPPING AND RECEIVING CLERK—Continued

shipped, making up bills of lading, posting weight and shipping charges, and keeping a file of shipping records. May direct or assist in preparing the merchandise for shipment. Receiving work involves: Verifying or directing others in verifying the correctness of shipments against bills of lading, invoices, or other records; checking for shortages and rejecting damaged goods; routing merchandise or materials to proper departments; and maintaining necessary records and files.

For wage study purposes, workers are classified as follows:

Receiving clerk
Shipping clerk
Shipping and receiving clerk

TRUCKDRIVER

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or men between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. Driver-salesmen and over-the-road drivers are excluded.

For wage study purposes, truckdrivers are classified by size and type of equipment, as follows: (Tractor-trailer should be rated on the basis of trailer capacity.)

Truckdriver (combination of sizes listed separately)
Truckdriver, light (under 1½ tons)
Truckdriver, medium (1½ to and including 4 tons)
Truckdriver, heavy (over 4 tons, trailer type)
Truckdriver, heavy (over 4 tons, other than trailer type)

TRUCKER, POWER

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a ware house, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Trucker, power (forklift)
Trucker, power (other than forklift)

WAREHOUSEMAN

As directed, performs a variety of warehousing duties which require an understanding of the establishment's storage plan. Work involves most of the following: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose primary duties involve shipping and receiving work (see shipping and receiving clerk and packer, shipping), order filling (see order filler), or operating power trucks (see trucker, power).

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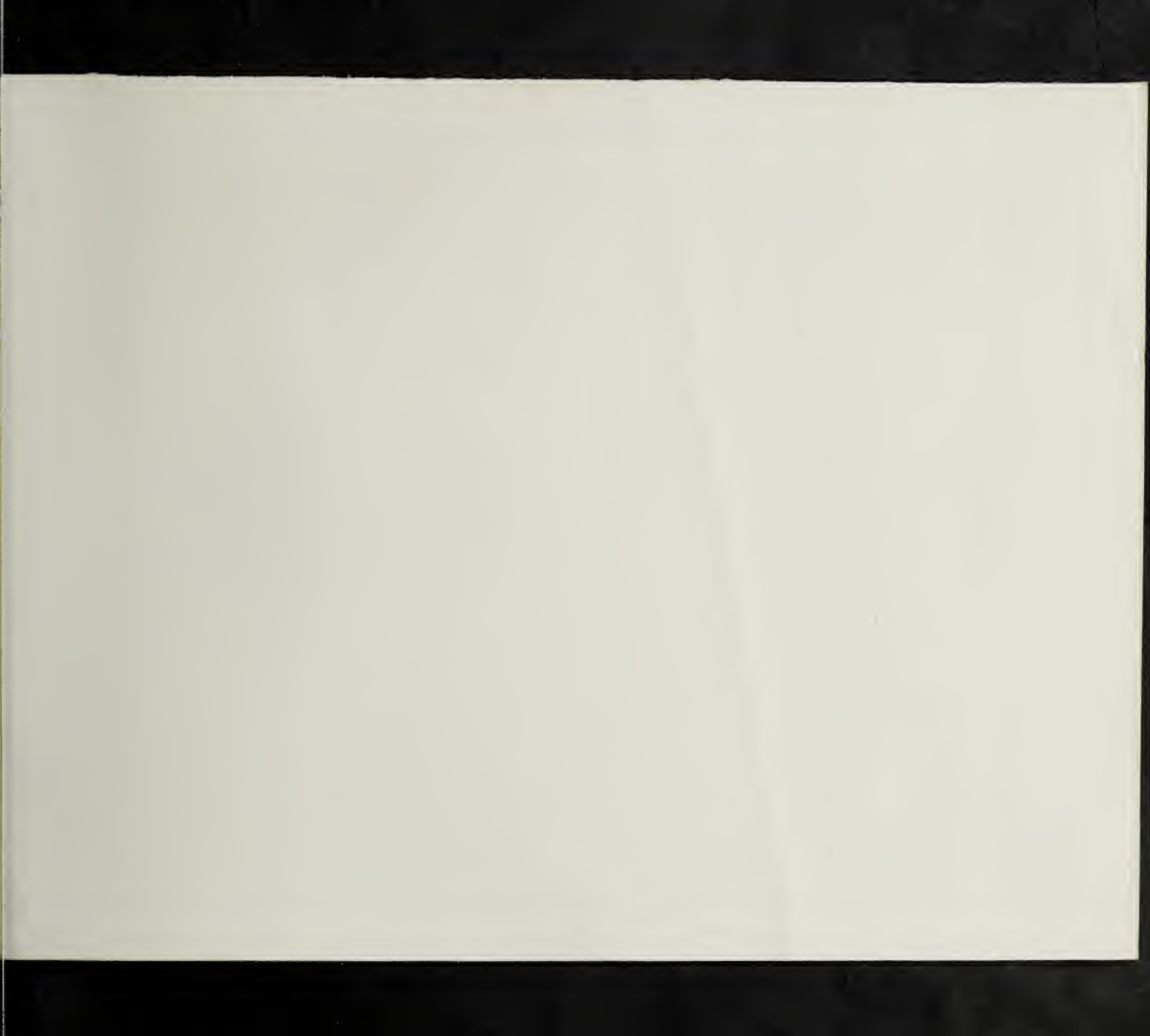
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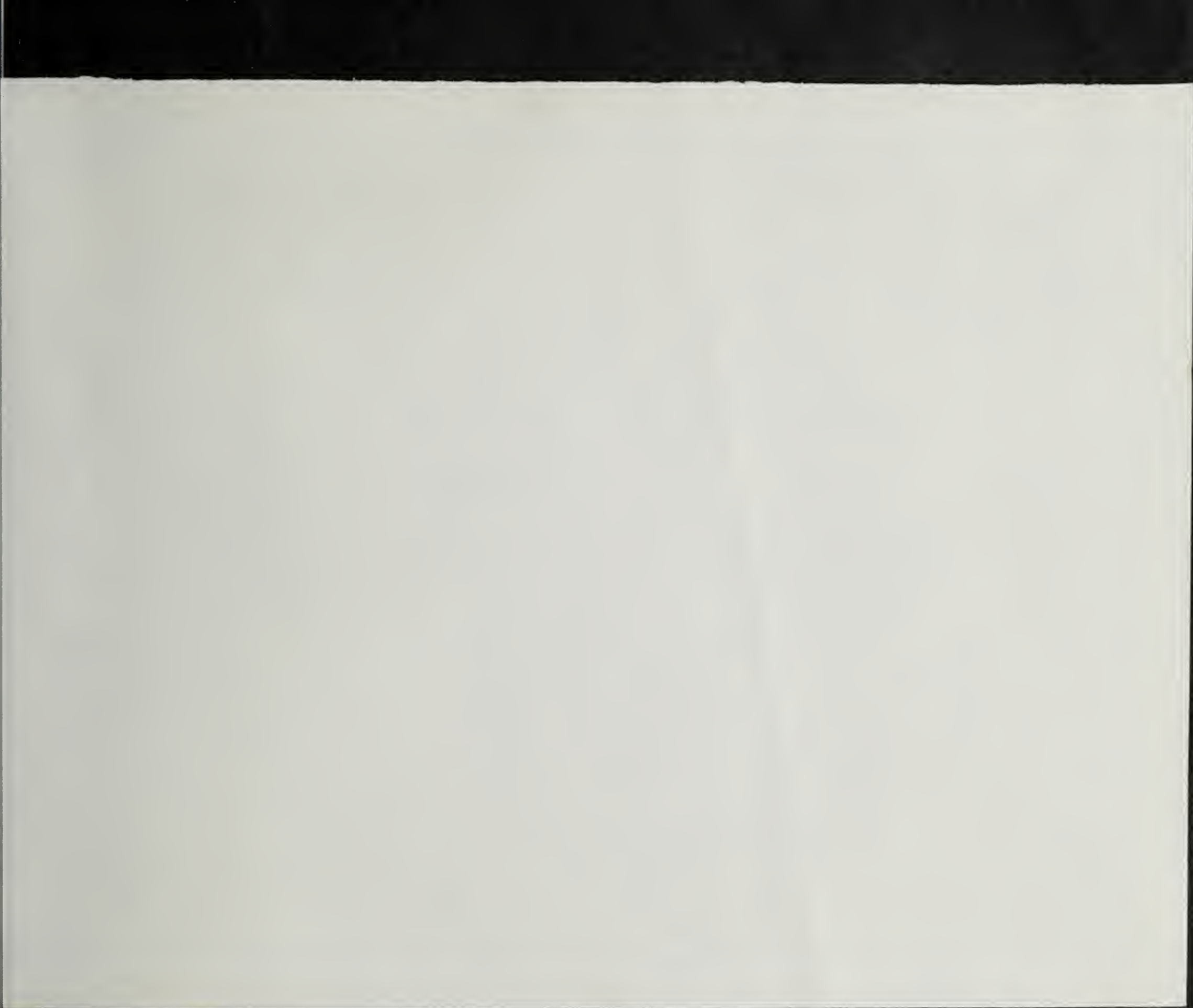
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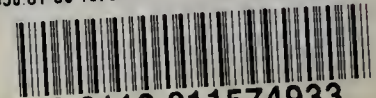


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